

Assessment of Training Performance of Enlisted Marine Volunteers at ITB

| | | | |
|------|-----|---|--|
| 0351 | 100 | <p>MK-153 SMAW (17 LBS) FOUR (4) DUMMY ROCKETS (19 LBS EACH)</p> <p>➤ THE ABOVE LOAD IS DIVIDED BETWEEN TWO MARINES, WHO MAY SWITCH CONFIGURATIONS THROUGHOUT THE HIKE.</p> | <p>*CONDUCT 25M MOVEMENT w/LOADED MK-153 SMAW (36 LBS)</p> <p>*MANIPULATE THE LOADED MK-153 INTO FIRING POSITION (SIMULATES TARGET ENGAGEMENT) ** T&R: 0351-SMAW-1006</p> <p>*STUDENT SWINGS A BATTERING RAM (40 LBS) AND HITS A TARGET AREA TO BREACH DOOR (SIMULATES MECAHNICAL BREACHING) **T&R: 0351-DEMO-1009</p> |
| 0352 | 100 | <p>TWO MISSILE SIMULATED ROUNDS (MSR) – 35 LBS</p> <p>➤ THE ABOVE LOAD IS DIVIDED BETWEEN TWO MARINES, WHO MAY SWITCH CONFIGURATIONS THROUGHOUT THE HIKE.</p> | <p>*STUDENT LIFTS A DUMMY TOW MISSLE (54 LBS) FROM GROUND TO OVERHEAD FOR 3 SECONDS (SIMULATES LOADING PROCEDURES) **T&R: 0352-HAW-1006</p> <p>*STUDENT LIFTS A TRAVERSING UNIT (69 LBS) FROM INSIDE HMMWV UP THROUGH THE TURRET TO MOUNT (SIMULATES MOUNTING SABER) **T&R: 0352-HAW-1006</p> |

TABLE 4: WEAPONS ASSESSMENT & SELECTION

The ITB Companies A, C and E train 0331s, 0341s and 0351s and Companies B and D train 0331s, 0341s and 0352s, which combined with class dates and class capacities, dictates that the process to assess, select, and assign (to a specific course) be conducted by SOI (ITB).

As previously listed in Table 2 (MOS Weapons Course Details and Performance Events), each weapons course conducts written examinations (technical knowledge) and associated performance evaluation (functional knowledge), to live-fire performance evaluations, for course completion, and return to the training company for completion of the final ITB course graduation requirements: 20 km Hike, Final PFT, Final CFT. Figure 1 below depicts the combined Weapons course schedules.



FIGURE 1: WEAPONS SCHEDULES

The current reconfirmation brief conducted on TD-29 (at the 0300/0311 split) will be used to 'reconfirm' volunteers' participation to a weapons course. The volunteer can elect to proceed to the assigned weapons course or withdraw (DOR) from the research. The CO SOI and MTESD research team will entertain requests by volunteers who do not wish to proceed with the weapons course assignment or DOR, but rather continue training in the 0311 course. Any determination on the volunteer's disposition will take into account the status of the research statistical threshold for (~ 255) volunteers. Volunteers electing to DOR, and have successfully completed the 15K Hike on TD-28, will be considered 'MCT complete' and reassigned to her MOS school. If the 15K hike had not been successfully completed on TD-28, the volunteer is required to remediate (complete) the hike before reassignment to their MOS school, due to the fact that successful completion of the 15K Hike is an MCT graduation requirement.

The SOI Associate Investigator will assist with the research data collection and conduct reconfirmation sessions with volunteers checking into SOI following their 10-day 'boot leave, to verify (reconfirm) voluntary status. Until such time that the research reaches its statistical threshold (~ 255 volunteers), a second reconfirmation on TD-29 (0300/0311 split) will verify voluntary status to proceed to the 0311 course or withdraw from the research and proceed to their primary MOS school. Volunteers electing to DOR, and have successfully completed the 15K Hike on TD-28, will be considered 'MCT complete' and reassigned to

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her MOS school. If the 15K hike had not been successfully completed on TD-28, the volunteer is required to remediate (complete) the hike before reassignment to their MOS school, due to the fact that successful completion of the 15K Hike is an MCT graduation requirement. In all cases when volunteers exit the research, the Associate Investigator will conduct an exit survey with the volunteer.

(4) Training and Evaluation. The ITB POI research will be overseen by the SOI Associate Investigator(s), with daily observation of the training by IRB-approved Research Monitors. The Associate Investigators and Research Monitors/Ombudsman will not be authorized to perform their duties until they have been appointed in writing by the MCCDC IRB and until the protocol has been approved and they have received a copy of the approval endorsement for the protocol (Enclosure 2 - Research Monitor/Ombudsman Plan). In addition, the TECOM research team will provide research information briefs to the MCRD PISC and SOI-East prior to research commencement.

There is no change to the Research Monitor plan for the Weapons Courses, in terms of the sourcing, manning, and assignment of monitors across the 0300/0311 and 0331, 0341, 0351, and 0352 POIs. As currently is the practice, monitors will observe all training during the 0300/0311 ITB POIs and 0331, 0341, 0351, 0352 weapons courses. The Investigator Affirmation for the MCRD Associate Investigators (pending Tab E) to Enclosure (2) of the Research Monitor Plan will be submitted as a modification to the ITB protocol.

Research Monitors will normally be assigned two (2) per ITB (0300/0311) company and one (1) per Weapons (0331/0341/0351/0352) Course. The sourcing and manning of monitors may be dependent upon availability at particular times; however, at no time will any ITB Course be without at least one monitor when volunteers are assigned to a specific course.

(D) Research Data Collection Plan. The basis for data collection will be to assess volunteer performance at ITB. Performance will be evaluated against existing ITB standards, augmented with survey collected data to capture attitudes and associated reasons when a Marine is no longer part of the research.

(1) Survey Data. The collection of survey data will capture the propensity for females to volunteer, not volunteer, or withdraw (drop on request) from the research. Both anonymous and non-anonymous surveys will be used throughout the research. During the screening and recruitment phase at recruit training, two anonymous surveys will be conducted on TD-6 and TD-56 (Enclosure 3) and a non-anonymous survey conducted on TD-68, in conjunction with the Informed Consent brief (Enclosure 4). During the training and performance period at ITB, to include participation in a weapons course, exit surveys will be used at any point a volunteer is no longer part of the research.

The anonymous surveys conducted on TD-6 and TD-56, are designed to gauge potential interest in volunteering. The MCRD Associate Investigator will provide survey results to the TECOM research team only. Survey results provided to organizations outside the Depot and MTESD research teams, prior to a formal recruitment (Informed Consent) brief, could lead to undue influence on the recruits' decision to volunteer or not

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volunteer. The Depot, RTR, and 4th RCTBn staffs have been briefed on the research to include cautionary guidance (for Drill Instructors) to be objective and honest with their recruits when fielding research-related questions. The survey conducted during the Informed Consent brief (Enclosure 4), initiates the data collection process whereby volunteers will be tracked linearly, in terms of why they volunteered; why they change their minds, and why they drop, against their performance. Exit surveys during ITB will be conducted for any reason a volunteers is no longer part of the research, tracked again, to performance and within the context of why they initially volunteered. The ITB Survey (pending Enclosure 5) will be finalized by TECOM and SOI, and submitted as a modification to this protocol. The A

support the research through survey development and

The TECOM research team, assisted by the IRB-approved Ombudsman, will conduct an Informed Consent briefs on TD-68 for each 4th RCTBn series. The Informed Consent will include survey questions to query the recruits for their reasons in deciding to volunteer or not volunteer. Recruits will be briefed that they are not required to answer the survey, regardless if they are volunteering (or not) for ITB. The intent of the Informed Consent survey is to establish a linear tracking to support a comparative analysis, assessing performance against a propensity to volunteer and/or decision to withdraw from the research.

The screening and recruitment of volunteers for the 03xx MOS Weapons Courses will be conducted as part of the current Informed Consent process, presented to eligible Marines at 4th RCTBn who have been physically pre-screened as well as reconfirmed upon check-in at SOI, and again on TD-29 at ITB.

(2) Attrition Data: (Attrition rates/percentage and cause)

- a. Medical injuries
- b. Academic difficulty
- c. Misconduct
- d. Drop on Request (DOR)
- e. Exit survey

(3) Level of Mastery

- a. Graded events evaluating performance throughout ITB (objective evaluation) and ITB Instructor cadre surveys (subjective evaluation) intended to track and record performance during the following ITB (0300/0311) events:
 - 0300 TD 1: Inventory PFT
 - TD 4: CFT
 - TD 5: 5k Hike
 - TD 7-10: Range Week (M67/M16/M203/AT-4/LAAW)
 - TD 11: 10k Hike
 - TD 14-18: Land Nav/Patrolling/IA Drills
 - TD 24: Offensive Ops (Fire & Movement)

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- TD 28: 15k Hike
- 0311 TD 30-32: MOUT
- TD 35: 20k Hike
- TD 36-39: Patrolling Exercise
- TD 42-46: Range Week (Table 4A-D/M27/Squad Attacks)
- TD 52-54: Infantry Integrated Field Exercise
- TD 56: PFT

(4) Comparative male student data for attrition and course mastery

- b. Volunteers assigned to a Weapons Course will be assessed through written and performance evaluations, in addition to tracking for course remediation, recycle, and injury. The following Figures 2 through 5 (0331, 0341, 0351, 0352 Schedules) depict the individual 03xx MOS Weapons Course (30-day) schedules.



FIGURE 2: 0331 SCHEDULE

Assessment of Training Performance of Enlisted Marine Volunteers at ITB

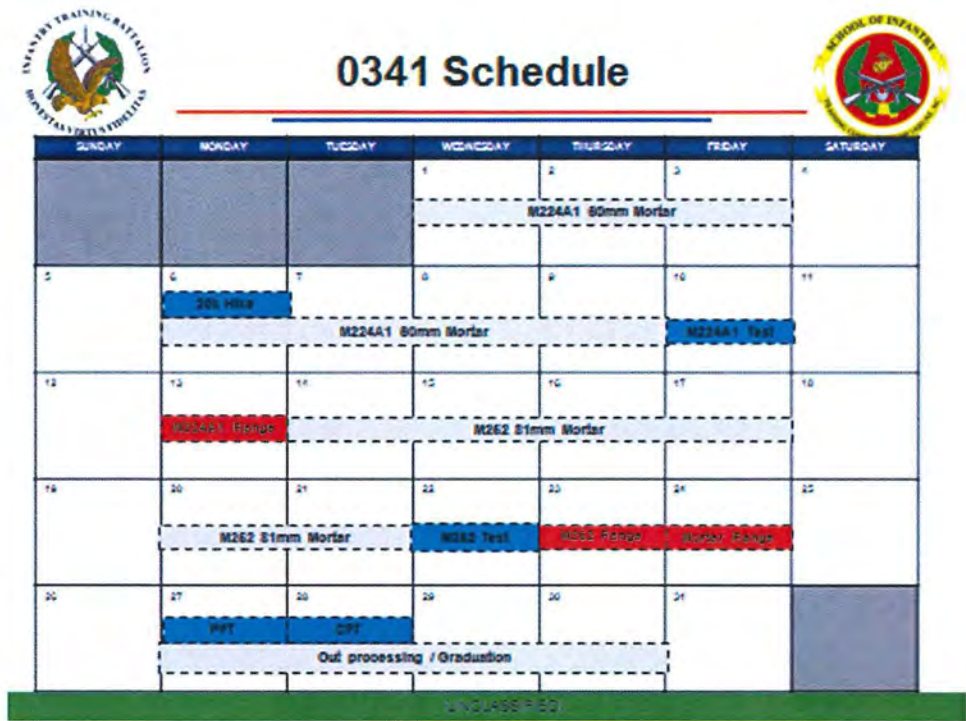


FIGURE 3: O341 SCHEDULE

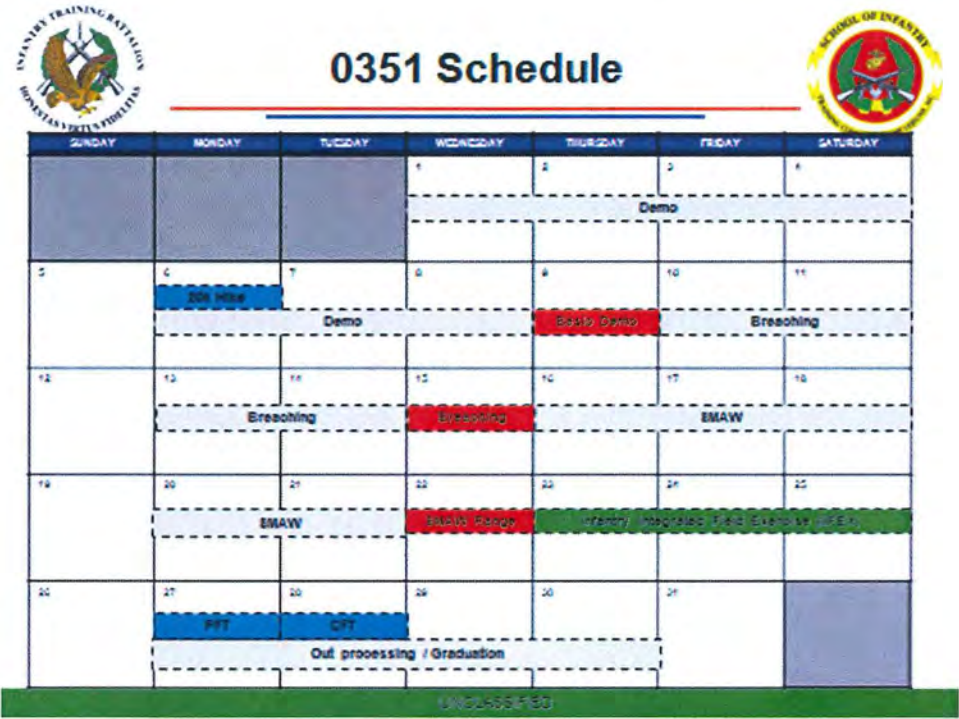


FIGURE 4: O351 SCHEDULE

Assessment of Training Performance of Enlisted Marine Volunteers at ITB

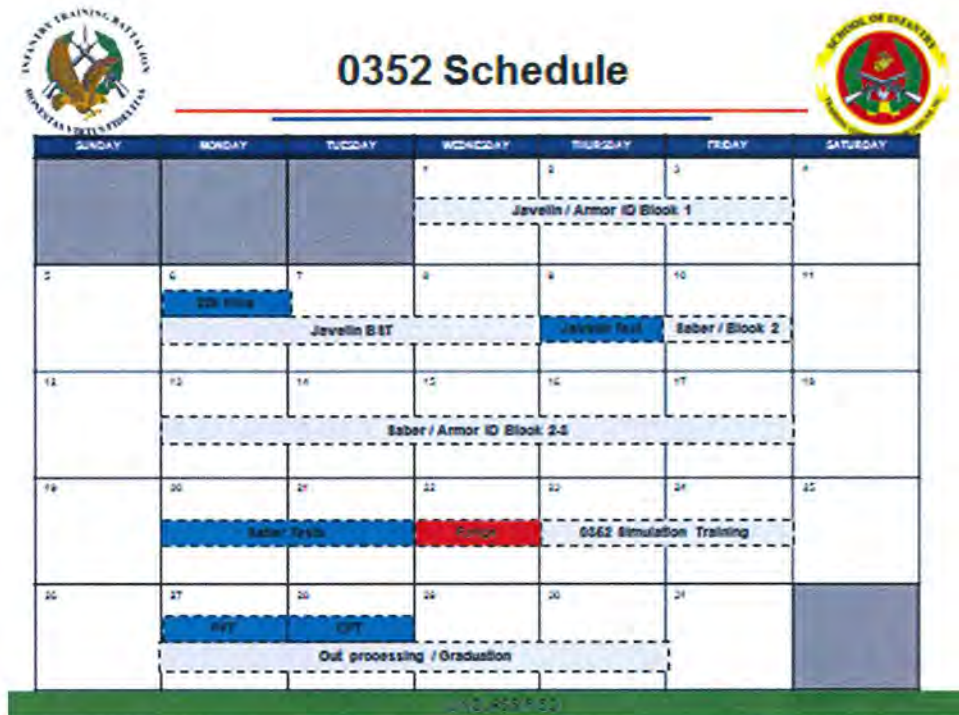


FIGURE 5: 0352 SCHEDULE

- E. Necessity for use of human subjects. The use of human subjects is integral to the nature of this study and could not be conducted without them. Performance of volunteers must be directly measured against existing ITB standards.
6. To what other reviews if any is this project subject? N/A
7. To what other regulations is this data collection effort subject (e.g., Privacy Act) and how will it/they be implemented?
MCCDC HRPP Policy and Procedures Manual and the Privacy Act.
8. How will volunteers be recruited?
TECOM will release an ITB research announcement via the Marine Corps Action Tracking System (MCATS), to MCRD PISC and CG Training Command (SOI-East) outlining the research protocol, recruitment plan, and identifying required research support personnel (Enclosure 6). Volunteers will be recruited from the 4th RCTBN, PISC, beginning on 11 Sep 13. Enclosure (7) lists the Research Population & Key Dates for MCRD recruitment and ITB class dates. Prior to the Informed Consent (TD-68), the (MCRD) Associate Investigator will conduct information and survey sessions with 4th RCTBN recruits to inform recruits and conduct anonymous surveys.

Assessment of Training Performance of Enlisted Marine Volunteers at ITB

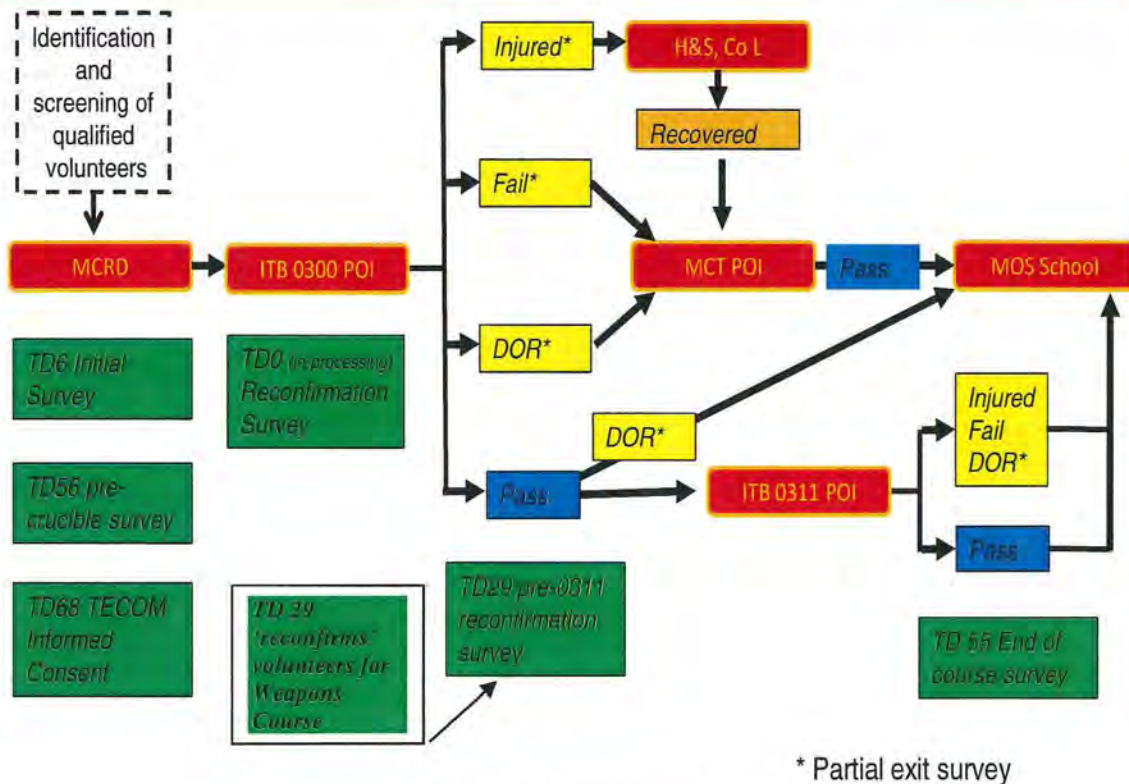
On TD-68, TECOM will conduct an Informed Consent brief to formally recruit volunteers for the 0300/0311 POIs. Beginning in April 2014, pending IRB approval, volunteers will be solicited for primarily the 03xx MOS Weapons Courses at SOI (ITB). By TD-68, the recruits will have been physically prescreened to meet the ITB minimum physical standards derived from the final PFT/CFT and Pull-up data. The Informed Consent will be presented to only those recruits who meet the ITB physical prerequisites. Prospective volunteers for the 03xx Weapons Courses will have to meet the same ITB physical prerequisites as volunteers for the 0300/0311 POIs. The Figure 6 (Research Volunteer Pipeline) below outlines the Recruit Depot and ITB research volunteer pipeline. The Informed Consent will include specific ground rules for volunteers:

- Volunteers for ITB will be graduates of recruit training and fit for full duty
- Volunteers must meet or exceed the ITB minimum physical standards
- Volunteers are not eligible for Permissive Recruiters Assistance Program (PRASP)
- Volunteers may DOR from the program at any time
- Volunteers not meeting ITB standards will receive the same remediation opportunity afforded male students
- In the case of injury, the severity and recovery prognosis for each individual case will be reviewed to determine whether the volunteer continues in the program
- Volunteers will not choose a specific weapons course to attend. Course assignment is based upon volunteer's GT score, completion of a weapons assessment conducted during the 0300 POI, and successful completion of the 0300 POI.
- A volunteer may recycle to a follow-on company not more than once to complete the 0300/0311 or 0300/ 0331/0341/0351/0352 POIs
- Volunteers that complete ITB receive an Course Completion Code.



DRAFT UNCLASSIFIED//FOUO

Research Volunteer Pipeline



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5

FIGURE 6: RESEARCH VOLUNTEER PIPELINE

9. Describe the nature and extent of risks the collection of these data pose to the participants. Volunteers at ITB will undergo a longer POI (28 training days longer than MCT) and greater physical demands as compared to the MCT POI. There is an expected increase in injuries, based on the significantly greater incidence of female than male injuries at MCT. For example, there are 4 conditioning hikes (5k, 10k, 15k, 20k) at ITB, with only three (5k, 10k, 15k) hikes at MCT, as well as the heavier average loads carried at ITB, averaging 80-96 lbs., while the MCT march loads average approximately 70 lbs. Volunteers for the 03xx Weapons Courses are required to conduct the same conditioning hikes if they were assigned to the 0300/0311 POI, but must demonstrate their ability to serve as a crew-served weapon team member during the 20K Hike, by completing the hike while carrying part of the crew-served weapon and requisite ammunition load. The 20k Hike is a graduation requirement for all ITB (0311/0331/0341/0351/0352) students.

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Injury rates differ significantly between populations at SOI-East (Marine Combat Training Battalion, Infantry Training Battalion, and Advanced Infantry Training Battalion). Within MCT, females incur far more injuries (18.67 injuries per 100 Marines) at a rate 4.8 times higher than MCT males, who incur injuries at 5.7 per 100 males. ITB students incur injuries at a rate 1.46 times higher than male MCT students. If the female injury rate parallels the 1.46 increase from MCT to ITB for males, their expected injury rate could be extrapolated to 27.22 per 100 females if they were to undergo the complete ITB POI. The 20km March under Load is the most strenuous physical event at ITB. Sixteen of the 17 physical event drops in the past year were related to this event, with 35 of the 92 medical drops in the past year were hike related. MCT students (male and female) must complete a 15km hike, as an MCT graduation requirement; a shorter distance and with lighter loads. There is a certain mitigation that can be argued that with the three preliminary hikes (5km, 10km, and 15km) during the 0300 portion of the ITB course, that female volunteers, as with their male counterparts, will be exposed to a ramping up in distance and average weight, and that the 5K weapons assessment hike will expose them to carrying the combat load and crew-served weapon. However, there is no mitigation to address the existing medical/injury statistics for MCT females and the extrapolation of potential injury rates for female volunteers at ITB. Establishing fit for full duty as inclusion criteria coupled with requirement to meet or exceed the ITB minimum (PFT/CFT) physical standards, mitigates to a certain extent, the operational risk.

10. Describe any anticipated benefits to the participants, the Marine Corps, and/or society. The information gained from the research will help to inform potential policy decision on the assignment of females to the infantry occupational field.
11. How will subjects be informed of their rights?
Enclosure (7) provides the Informed Consent (brief) presented to prospective volunteers.
Enclosure (8) provides the revised Informed Consent (IC) Form for soliciting volunteers for the 03xx MOS Weapons Courses.
Enclosure (9) will be the revised IC brief for the 03xx MOS Weapons Courses.
12. Describe any question/items that will be asked or data elements that will be collected or accessed from existing databases. Pending the development of a follow-on data collection plan (and amendment to this protocol), the data collection may include conducting training and assignment surveys to solicit attitudes and causal factors in connection to attrition. Beginning in April 2014, volunteers for the ITB 0300/0311 and 03xx Weapons POIs, will be advised that their (anonymous) performance data, in the aggregate, may be used in future related research. Additionally, volunteers will be informed that should they graduate from ITB, the Course Completion Code entered in MCTFS or MCTIMS will be available for view to any and all personnel with administrative rites to these systems within the Marine Corps and because MCTFS and MCTIMS are searchable for official military business, volunteers may be contacted and asked to volunteer for the Ground Combat Element Exercise Task Force (GCEXTF), which would entail a separate research volunteer recruitment process conducted by Marine Corps Operational Test and Evaluation Activity (MCOTEA), in support of related research as directed by the Marine Corps Force Integration Campaign Plan.

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13. Do any of the questions/items/data elements used in the research involve information that is private or sensitive? If yes, describe and assess the degree of potential risk or harm to the subject if disclosed. Only the principal investigator and the associate researchers will have access to the data and project files. Only DoD ID # will be used to accurately match the data from the records to scores recorded in the study. All forms utilized to collect data will be secured by the investigator team following data collection and stored in locked filing cabinets. The research team will not divulge the identities or provide related personal information of volunteers to individuals or organizations external to the research project. Prospective volunteers will be briefed that it is unlikely their participation can remain confidential, as the research team cannot protect against actions by volunteers, their families and friends, and other students from divulging their identity and related personal information. Prospective volunteers will also be briefed that should they graduate from ITB, the Course Completion Code entered in MCTFS or MCTIMS will be available for view to any and all personnel with administrative rites to these systems within the Marine Corps.
14. What would be the impact to the research if private or sensitive information could not be collected? The Marine Corps could not complete its (research) assessment of female enlisted Marines training at ITB.
15. Describe precautions that are being used to minimize risk to the subject and safeguard the data (e.g., limiting access, storage and destruction of data, password-protected network security, etc.)
 - Materials associated with this study will be stored in locked cabinets in the office spaces of the researchers. When in transit and offsite, researchers will maintain positive control over the materials and password-protected laptops. Only the research team will have access to the data and project files.
 - Acknowledgement of the informed consent will be recorded as an individual data point in the dataset.
 - Regarding data safeguarding, DoD ID # will be used to accurately match the data from the records to scores recorded in the study. All forms utilized to collect data will be secured by the PI following data collection and stored in locked filing cabinets.
 - The research team will protect data collected as part of the research, to include training scores and any reports using de-identifiable data and reported in the aggregate.
 - Researchers will not provide the names or personal information of subjects to others outside the project; however, routine orders processing and training evaluations will require that volunteers' names and other PII will be known to the staffs involved in the research. If volunteers choose to withdraw from the research, the specific reasons for individual withdrawal will not be shared outside of the (SOI) Associate Investigator, the immediate ITB training staff and the TECOM research team, other than an aggregate.
16. List all enclosures to this Protocol:
 - Enclosure (1) ITB (0300/0311) Training Schedule
 - Enclosure (2) Research Monitor Plan
 - Tab A: Ombudsman (CITI) certification (Mr. Brian Patrick)
 - Tab B: Research Monitor (CITI) certification
 - Tab C: Research Monitor (CITI) certification

Assessment of Training Performance of Enlisted Marine Volunteers at ITB

- Tab D: SOI Associate Investigator Affirmation
- Tab E: SOI Associate investigator (CITI) Certification
- Tab F: MCRD Associate Investigator Affirmation (Submitted as mod to protocol)
- Tab G: MCRD Associate Investigator (CITI) Certification
- Enclosure (3) MCRD Anonymous Survey
- Enclosure (4) Informed Consent (with Survey)
- Enclosure (5) ITB Exit Survey (To be submitted as mod to protocol)
- Enclosure (6) MCATS Research Announcement
- Enclosure (7) Research Population & Key Dates
- Enclosure (8) 03xx Weapons Research Informed Consent Form (ICF)
- Enclosure (9) 03xx Weapons Research IC Brief

**ASSESSMENT OF FEMALE ENLISTED MARINE VOLUNTEERS
AT THE COMBAT ARMS FORMAL LEARNING CENTERS
(CA FLC)**

(CA PROTOCOL: USMC.2014.0007)



DEPARTMENT OF THE NAVY
HEADQUARTERS UNITED STATES MARINE CORPS
3300 RUSSELL ROAD
QUANTICO, VA 22134-5001

IN REPLY REFER TO:
3900
C 4623
7 Jul 14

FIRST ENDORSEMENT on Chair, USMC HRPP IRB ltr 3900 C 4623 of 26 Jun 14

From: Chair, U.S. Marine Corps Human Research Protection Program,
Institutional Review Board

To: (b)(6) AGTF T&E Standards Division,
Training and Education Command

Subj: HUMAN SUBJECT RESEARCH APPROVAL OF INITIAL REVIEW OF PROTOCOL
USMC.2014.0007-IR-CONV-A: ASSESSMENT OF FEMALE ENLISTED MARINE
VOLUNTEERS IN THE COMBAT ARMS (NON-INFANTRY) FORMAL LEARNING CENTERS
(FLC) RESEARCH STUDIES

1. Readdressed and forwarded. The USMC Institutional Official has approved the Initial Review of subject protocol.
2. As required by the references continuing review or project closure reports are required for this protocol. The approval period for this research is one year from the date of the IRB's approval of the Initial Review, therefore the expiration date is 24 June 2015. Should the protocol not be completed prior to that date, a second continuing review and request for extension should be submitted to the IRB at least 60 days prior to this expiration date. If the research is completed, a Project Completion Report is due, as outlined in reference (d). The forms for these reports and the IRB Action Request form are also contained in reference (d).
3. It is the responsibility of the Principal Investigator (PI) to ensure that the proposed protocol is being followed as approved and any adverse events or unanticipated problems are reported to the USMC IRB within the timelines contained in reference (d). Should there be a need for modification to the approved protocol, it will be the PI's responsibility to submit an amendment for further review and approval prior to implementation.
4. If you have any questions or require further information, please contact me, as the USMC IRB Chair and Administrator, at (b)(6)

(b)(6)



DEPARTMENT OF THE NAVY
HEADQUARTERS UNITED STATES MARINE CORPS
3300 RUSSELL ROAD
QUANTICO, VA 22134-5001

IN REPLY REFER TO:
3900
C 4623
26 Jun 14

From: Chair, U.S. Marine Corps Human Research Protection Program (HRPP),
Institutional Review Board (IRB)

To: U.S. Marine Corps Institutional Official

Subj: HUMAN SUBJECT RESEARCH APPROVAL OF INITIAL REVIEW OF PROTOCOL
USMC.2014.0007-IR-CONV-A: ASSESSMENT OF FEMALE ENLISTED MARINE
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(FLC) RESEARCH STUDIES

Ref: (a) DoDI 3216.02
(b) SECNAVINST 3900.39D
(c) MCO 3900.18
(d) USMC HRPP Policy and Procedures Manual of 30 September 2013

Encl: (1) IRB Action Request and Protocol USMC.2014.0007
(2) Recruitment Brief
(3) Informed Consent Form
(4) Draft Ombudsman/Research Monitor Appointment Letter

1. Per the reference, an Initial Review of the protocol and supporting documents at enclosures (1) through (5), was conducted by the USMC IRB.

- a. ☐ The protocol meets criteria to be Exempt Research, Category ____.
- b. ☐ The protocol meets criteria for Expedited Review under Category ____; the IRB has determined this is a minimal risk protocol and is recommended for approval. All criteria of 32 CFR 219.111 have been satisfied.
- c. Based on convened IRB review this protocol has been recommended for:
- ☒ Approval, all criteria of 32 CFR 219.111 have been satisfied.
 - ☐ Minimal Risk
 - ☐ Future submissions may be reviewed via the Expedited process:
Category ____
 - ☐ Future submissions, unless determined to be a minor change, require Convened Board review
 - ☒ Greater than Minimal Risk
- d. ☐ The IRB has reviewed and DISAPPROVED this protocol.

2. Comments:

a. The research entitled "Assessment of Female Enlisted Marine Volunteers in the Combat Arms (Non-Infantry) Formal Learning Centers (FLC) Research Studies" was submitted by the Principal Investigator (PI) from Training and Educations Command, MAFTF T&E Standards Division, for initial review (IR) by the Institutional Review Board (IRB). This proposed protocol was initially reviewed at the 24 April 2014 IRB meeting but was returned to the PI for additional information. Based on similar research being conducted in support of the Marine Corps Force Integration Plan (MCFIP) at other previously closed Formal Learning Centers (FLC), the research protocol was reviewed at the convened IRB meeting on Wednesday 25 June 2014.

Subj: HUMAN SUBJECT RESEARCH APPROVAL OF INITIAL REVIEW OF PROTOCOL
USMC.2014.0007-IR-CONV-A: ASSESSMENT OF FEMALE ENLISTED MARINE
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(FLC) RESEARCH STUDIES

b. The PI was present at the IRB meeting in April to answer questions from the members of the board. Although similar to other protocols which are assessing the performance of female enlisted Marines at previously closed Military Occupational Specialties (MOS) schools and FLC, this protocol was different because the females attending the FLC courses outlined in this protocol are subjects who will receive a recruitment brief at School of Infantry East, while attending Marine Combat Training (MCT). Eligibility screening will take place at Parris Island, prior to arrival at MCT.

c. There will also be Marines attending this course who were recruited by the PI for the MCOTEA Ground Combat Element Integration Task Force (GCE ITF) protocol. Although completion of the FLC training is required for the GCE ITF volunteers attending the course, the MCOTEA protocol did not include any assessment of the training performance of the females while attending the course. This protocol will provide these GCE ITF Marines with an opportunity to volunteer to be included in the data collection. Female Marines who are volunteer subjects for the GCE ITF, will be consented separately for this protocol, using the Informed Consent Forms included as enclosures to this protocol, and may still attend the FLC as subjects in the GCE ITF research, without agreeing to participate in this protocol.

d. The convened IRB recommended approval of the protocol and found it to be greater than minimal risk. Per references (a) and (b), because the finding was that the protocol was greater than minimal risk, it requires appointment of both an Ombudsman to monitor the recruitment process and a Research Monitor. The convened IRB also voted to allow the IRB chair to coordinate the Ombudsman and Research Monitor appointment letters with the PI on behalf of the board, once individual names are obtained, without return to the IRB for further review. The IRB approved Informed Consent Forms is provided as enclosure (2). The Ombudsmen and Research Monitor Plan and draft appointment letters at enclosure (3) were also reviewed and recommended for approval.

e. The IRB recommends approval of the protocol as greater than minimal risk, the Informed Consent Forms, and the draft appointment letters for Ombudsmen and Research Monitors. The appointment letters will be signed upon receipt of the verification of required CITI training. Due to the dispersion of the training locations, the PI is still collecting the required training documents.

Printed Name of IRB Chair/Vice Chair Signature

26 June 2014

Date

FIRST ENDORSEMENT on Chair USMC HRPP IRB ltr 3900 C 4623 of 26 Jun 14

From: Institutional Official
To: IRB Chair

Subj: HUMAN SUBJECT RESEARCH APPROVAL OF INITIAL REVIEW OF PROTOCOL
USMC.2014.0007-IR-CONV-A: ASSESSMENT OF FEMALE ENLISTED MARINE
VOLUNTEERS IN THE COMBAT ARMS (NON-INFANTRY) FORMAL LEARNING CENTERS
(FLC) RESEARCH STUDIES

1. In regards to Protocol USMC.2014.0007: "Assessment of Female Enlisted Marine Volunteers in the Combat Arms (Non-Infantry) Formal Learning Centers (FLC) Research Studies" the recommendation of the IRB for approval of the Protocol, to include the Informed Consent Forms, the Research Monitor Plan and Ombudsmen and Research Monitor appointment letters, is:

☒ Approved, pending identification/appointment of Ombudsmen and Research Monitors, as required for research that is greater than minimal risk. The IRB Chair is authorized to sign appointment letters and updates to the Informed Consent Forms to include names of Ombudsmen and Research Monitors once identified and appropriately trained, without return to the IRB for further review.

☐ Approved, subject to the following modification(s):

☐ Disapproved, with the following comments:

Printed Name _____

Signature _____

26 Jun 14
Date

MCCDC HRPP POLICY AND PROCEDURES MANUAL

Appendix A: IRB Action Request

IRB Control No: USMC-2014-0007

Date: 7 Jul 14

Project Title: Assessment of Female Enlisted Marine Volunteers in the Non-Infantry Combat Arms Formal Learning Centers (FLC) Research Studies

PI Name (b)(6)

Command & Code: MTESD (C465)

Check appropriate statement:

- ☒ 1. I request approval of the attached protocol. This protocol follows the policies and procedures in the MCCDC HRPP Policy and Procedures and its references. Proposed changes in the research activity will be reported promptly to the IRB and will not be executed without prior IRB approval except when necessary to eliminate apparent immediate hazards to the subject. (Attach Full Protocol with enclosures.)
- ☐ 2. I request interim release of funds in the amount of (maximum 50% of total planned funding). This research project will or may collect data from human subjects, but the experimental design is not yet complete. No data from human subjects will be collected until the research protocol has been submitted, reviewed, and approved by the IRB. Funds released will only be used for those phases of the research that do not involve human subjects. I anticipate that the research protocol will be submitted on or before (date). (Attach Full Protocol with information known at this time.)
- ☒ 3. I request approval of changes in this research protocol as described in the attached document(s). I understand that these changes will not be executed without IRB approval. (Attach Revised Full Protocol or memorandum with requested changes *clearly annotated*, along with any documents affected by the change.) ***Amendment updates the research support plan, adding 3 Associate Investigators and 7 Research Monitors at the FLCs: AAS Bn, CPCA:***

(b)(6)

Associate Investigator (IA and CITI Cert attached)
Research Monitor (CITI Cert attached)
arch Monitor (CITI Cert attached)
Research Monitor (CITI Cert attached)

MARDET Ft Sill:

(b)(6)

Investigator (IA and CITI Cert attached)
Research Monitor (CITI Cert attached)
arch Monitor (CITI Cert attached)

MARDET Ft Benning:

(b)(6)

ate Investigator (IA and CITI Cert attached)
Monitor (CITI Cert attached)
Monitor (CITI Cert attached)

Provide a brief summary of proposed changes and justification:

- ☐ 4. I am submitting a Project Completion/Termination Report as required by MCCDC HRPP Policy and Procedures.
- ☐ 5. I am submitting a Continuing Review Report as required by MCCDC HRPP Policy and Procedures.
- ☐ 6. I am submitting an Unexpected Problem/Adverse Event Report as required by MCCDC HRPP Policy and Procedures.
- ☐ 7. Other. Please explain in detail for the Board.

PI PRINTED NAME J

SUPERVISOR PRINTED NAME _____

Page 1 of 2

Approved 4 November 2010

| IRB Action | Date | IRB Action | Date |
|--|------|-----------------------|------|
| Package Received | | Documents to DON HRPP | |
| Convened IRB Review or Expedited IRB Review | | Amendment Received | |
| PI Notification | | IRB Action | |
| Approval letter signed/forwarded | | | |

Assessment of Female Enlisted Marine Volunteers at Non-Infantry Combat Arms FLCs

Protocol Modification: Assessment of Female Enlisted Marine Volunteers in the Combat Arms (Non-Infantry) Formal Learning Centers (FLC) Research Studies

This protocol is in support of the Expanded Entry-Level Training (ELT) Research Studies (LOE 2) of the Marine Corps Force Integration Campaign Plan (MCFIP). *The protocol updates from the original submission pertain to the Research Support Plan (Associate Investigators, Research Monitors) and the LOE 2 recruitment plan at Marine Combat Training (MCT), SOI (East), as the sole recruitment site for LOE 2 FLC research. The updates are listed in bold italics.*

Planned Inclusive Dates of Project: 1 May 2014 to 1 July 2015

1. List of primary investigator name/command/contact information.

(b)(6)

ation Standards Division (MTESD)
Command (TECOM)

2. List and other individuals (internal, external, and contractor) who will interact with human subjects or have access to data collected. (Ensure all have signed Investigator's Assurances.)

MTESD (TECOM):

Assessment of Female Enlisted Marine Volunteers at Non-Infantry Combat Arms FLCs

MARDET Ft. Benning

Associate Investigator

(b)(6)

MARDET Ft. Benning

Research Monitors/Ombudsman

(b)(6)

MARDET Ft. Sill

Associate Investigator

(b)(6)

MARDET, Ft. Sill

Research Monitors/Ombudsman

(b)(6)

USMC AAV School Battalion

Associate Investigator

(b)(6)

AAV School Battalion, CPCA

(b)(6)

Research Monitors/Ombudsman

(b)(6)

MCRD Parris Island (ISO Informed Consent process):

Associate Investigator:

(b)(6)

Marine Corps Recruit Depot, Parris Island, SC

(b)(6)

Assessment of Female Enlisted Marine Volunteers at Non-Infantry Combat Arms FLCs

Ombudsman:

(b)(6)

Marine Corps Recruit Depot, Parris Island, SC

(b)(6)

Marine Corps Recruit Depot, Parris Island, SC

3. Background. This research is in support Line of Effort 2 - Expanded Entry-Level Training (ELT) Research Study, Marine Corps Force Integration Plan (MCFIP). The research will assess the performance of female enlisted Marine volunteers assigned to one of the combat arms FLCs at the 1812 Tank Crewman Course, 1833 AAV Crewman Course, and 0811 FA Cannoneer Course. The purpose of the research is to provide institutional baseline data to inform policy decisions on the potential assignment of female Marines to the combat arms occupational fields.

4. Identify sponsor and known, as well as potential, future users of the data/results. CG, TECOM (MTESD C465) is the study sponsor. Future and potential users of the data /results are as follows:

- DC CD&I/DCG MCCDC (Marine Corps Force Integration Campaign Plan Lead)
- DC PP&O
- DC M&RA
- CGs TECOM/TRAINING COMMAND
- Operational Analysis Division (OAD), MCCDC
- Marine Corps Operational Test and Evaluation Activity (MCOTEA)

5. Briefly describe the objectives of the project, the research plan, and methodology with particular emphasis on direct/indirect interaction with human subjects or their identifiable data. Describe why human subjects (or their data) must be used in the research and if there are any alternatives.

A. Objectives:

- (1) Assess performance of female enlisted Marine volunteers in the 1812 TANK CREWMAN COURSE/Program of Instruction (POI) at MARDET Ft. Benning, GA.
- (2) Assess performance of female enlisted Marine volunteers in the 0811 FA CANNONEER COURSE//Program of Instruction (POI) at MARDET Ft. Sill, OK
- (3) Assess performance of female enlisted Marine volunteers in the 1833 AAV CREWMAN COURSE/Program of Instruction (POI) at the Marine Corps AAV School Battalion.

B. Research Plans:

- (1) Table 1 (Non-Infantry Combat Arms FLCs: Throughput/Volunteer Requirements) outlines

Assessment of Female Enlisted Marine Volunteers at Non-Infantry Combat Arms FLCs

the minimum number of volunteers for each POI, in order to attain a 95% Confidence Level (CL) (with a +/- 5% margin for error). The 7% column/figure represents the current number of females in the Marine Corps as the percentage taken against the annual (male) throughput for the respective combat arms (non-infantry) courses. The volunteers required allows for generalization of data and a sampling of the population.

| FLC / COURSE | ANNUAL THROUGHPUT | 7% OF ANNUAL THROUGHPUT | LOE 2 # VOLUNTEERS REQ'D FOR 95% (CL) |
|---------------------------|-------------------|-------------------------|---------------------------------------|
| 1812: TANK CREWMAN COURSE | 195 | 13 | 13 |
| 0811 FA CANNONEER COURSE | 512 | 36 | 33 |
| 1833 AAV CREWMAN COURSE | 441 | 31 | 29 |

TABLE 1: NON-INFANTRY COMBAT ARMS FLCs: THROUGHPUT / VOLUNTEER REQUIREMENTS

(2) Inclusion Criteria:

a. *Female enlisted Marine graduates of Marine Combat Training (MCT), SOI-East. Female MCT Marines will be eligible to volunteer if they previously met the minimum physical standards, from prescreening while at MCRD PISC. All volunteers will be fit for full duty and not pending any legal actions while at SOI (MCT)-East. The minimum physical standards for eligibility are:*

- 3 Pull-ups
- 50 Crunches within 2 minutes
- 3-mile run in less than 28:00 minutes
- 880 yard run in less 4 minutes, 13 seconds
- Ammo Can Lift: 33 times within 2 minutes
- Maneuver under fire in less than 3 minutes, 58 seconds.

b. *Research will include (LOE 3) volunteers for the MCOTEA protocol (USMC.2014.0008), Ground Combat Element Integration Task Force (GCE-ITF). These volunteers, recruited from the Operating Forces and Supporting Establishment, will attend LOE 2 non-infantry combat arms courses and be "reconfirmed" by the FLC Associate Investigator upon arrival at the FLC. The Associate Investigator will use the Informed Consent Form at Enclosure (5).*

Assessment of Female Enlisted Marine Volunteers at Non-Infantry Combat Arms FLCs

C. Methodology:

- (1) Volunteers will train to the current standards of FLC course they volunteer for and required to achieve course mastery in both performance evaluations and written examinations. Table 2 outlines the course details and (1812/1833/0811) performance events.

| COURSE | REQ'D VOLUNTEER S | # TDs | CLASS SIZE | PERFORMANCE EVALUATIONS |
|--------------------------------|-------------------------|----------|---------------|--|
| | | | | COURSE COMPLETION REQUIREMENTS |
| 1812 TANK CREWMAN COURSE | 13 | 74 | 35 | <ol style="list-style-type: none"> 1. COMMUNICATIONS EQUIPMENT PERFORMANCE EXAM 2. BLOCK I WRITTEN EXAM 3. M240 PERFORMANCE EXAM 4. BLOCK II WRITTEN EXAM 5. PREPARE/SECURE LOADER'S STATION PERFORMANCE EXAM 6. ARMORED FIGHTING VEHICLE ID (AFVID) WRITTEN EXAM 7. VISUAL SIGNALS PERFORMANCE EXAM 8. AMMUNITION IDENTIFICATION WRITTEN EXAM 9. PREP/SECURE DRIVER'S STATION PERFORMANCE EXAM 10. M48 .50 CAL MACHINEGUN PERFORMANCE EXAM 11. MISFIRE PROCEDURES PERFORMANCE EXAM 12. M1A1 EMERGENCY PROCEDURES PERFORMANCE EXAM 13. EMERGENCY CREW DRILLS PERFORMANCE EXAM 14. RELOAD 120MM MAIN GUN PERFORMANCE EXAM 15. REMOVE STUCK STUB BASE PERFORMANCE EXAM 16. MAINTAIN BREECHBLOCK PERFORMANCE EXAM 17. COLLIMATE MUZZLE BORESIGHTING DEVICE PERFORMANCE EXAM 18. WEAPONS FAMILIARIZATION FIRE, M1A1 GUN RANGE EVALUATION PERFORMANCE EXAM 19. DRIVING RANGE EVALUATION PERFORMANCE EXAM 20. REMOVE STUCK ROUND PERFORMANCE EXAM |
| 0811 FA CANNONEER COURSE | 33 | 35 | 79 | <ol style="list-style-type: none"> 1. EFSS PERFORMANCE EXAM 2. EFSS QUIZ 3. WRITTEN EXAMS #1 / #2 / #3 / FINAL WRITTEN EXAM 4. PERFORMANCE EXAM (ADVANCE PARTY) #1 5. PERFORMANCE EXAM (AIMING POINTS) #2 6. PERFORMANCE EXAM (PRE-FIRE CHECKS) #3 7. PERFORMANCE EXAM (MISFIRE PROCEDURES) #4 8. PERFORMANCE EXAM (AMMUNITION) #5 9. PERFORMANCE EXAM (DA FORM 4513) #6 10. <u>ARTILLERY STRENGTH TEST (CURRENTLY NOT A GRADUATION REQUIREMENT)</u>. TESTS PHYSICAL DEMANDS INHERENT TO THE 0811 MOS. MARINES MUST EXECUTE INDIVIDUAL TASKS THAT REQUIRE THEM TO LIFT/MOVE HEAVY WEIGHTS (UP TO 100 LBS) REPETITIOUSLY AND IN A SHORT AMOUNT OF TIME. MANY OF THE COLLECTIVE 0811 TASKS ALSO REQUIRE THE LIFTING OF HEAVY EQUIPMENT (I.E., EMBLACING AND DISPLACING A HOWITZER) BUT ARE NOT SPECIFICALLY TESTED ON THE AST. ALL AST ES ARE CONDUCTED WEARING HELMUT AND FLAK. <u>EVENT #1: PROJECTILE LIFT</u> (CANNONEERS ROUTINELY LIFT FROM THE DECK, CARRY APPROXIMATELY 10 METERS, AND PLACE PROJECTILE ON THE LOADING TRAY). FOR THIS EVENT EACH MARINE WILL LIFT A 155MM DUMMY PROJECTILE FROM THE DECK, CARRY IT 10 METERS AND PLACE IT HORIZONTALLY ON A SIMULATED M777 LOADING TRAY (48" OFF THE DECK). THE STUDENTS MUST COMPLETE TWO ROUNDS PER MINUTE X TWO MINUTES/FOUR ROUNDS PER MINUTE X TWO MINUTES. <u>EVENT #2: CRUNCHES</u> (CANNONEERS NEED STRONG ABDOMINAL AND BACK MUSCLES FOR HEAVY LIFTING). MARINES WILL COMPLETE A MAX SET OF CRUNCHES, COMPLETING A MINIMUM OF 50 CRUNCHES IN < 2 MIN. <u>EVENT #3: PROJECTILE CARRY</u>. (CANNONEERS ROUTINELY SHIFT PROJECTILES FROM GUN TO GUN, HOWITZERS ARE TACTICALLY EMBLACED 50 METERS APART). - LIFT/CARRY ON THEIR SHOULDER A 155MM PROJECTILE 50M < 2 MIN. <u>EVENT #4: PULL-UPS</u> (CANNONEERS ROUTINELY PULL THEMSELVES UP INTO THE BED OF AN MTRV). - COMPLETE A MAX SET OF PULL-UPS WITH MIN OF 3 PULL-UPS. <u>EVENT #5: PROJECTILE UPLOAD</u> (CANNONEERS ROUTINELY DOWNLOAD AND/OR UPLOAD PROJECTILES FROM THE AMMO TRUCK TO THE GUNLINE). |

Assessment of Female Enlisted Marine Volunteers at Non-Infantry Combat Arms FLCs

| | | | | |
|----------------------------------|----|----|----|---|
| | | | | <p>- MILITARY PRESS A 155MM PROJECTILE OVERHEAD FOR A MIN 5X REPS.</p> <p>EVENT #6: CONDUCT ¼ MILE RUN IN EQUIPMENT. (CANNONEERS MUST ROUTINELY RESPOND TO CALLS FOR THE QUICK REACTION FORCE IN SUPPORT OF THE BATTERY'S INTERNAL DEFENSE. THIS REQUIRES THEM TO RUN SHORT DISTANCES WEARING FULL GEAR).</p> <p>- COMPLETE ¼ MILE RUN < 2 MINUTES.</p> <p>EVENT #7: JERRY CAN TEST (CANNONEERS ROUTINELY CARRY TWO, FIVE GALLON WATER CANS FROM THE WATER BULL TO THE GUNLINE).</p> <p>- MARINE WILL CARRY TWO (2), FIVE-GALLON WATER JUGS OVER A 100M COURSE WITHIN 2 MINUTES.</p> |
| 1833 AAV CREWMAN COURSE | 29 | 74 | 45 | <p>1. SWIM QUALIFICATION: THIS EVENT WILL PRECEDE ANY OTHER EVENT ON THE SCHEDULE IN ORDER TO PLACE THOSE INDIVIDUALS THAT DON'T QUALIFY IN MAT PLATOON FOR ANOTHER ATTEMPT TO QUALIFY WITH THE FOLLOWING CLASS. HOWEVER, EACH CLASS WILL HAVE THREE DAYS IN ORDER TO OBTAIN THE APPROPRIATE SWIM LEVEL. THE STUDENT WILL GET TWO OPPORTUNITIES (TWO CLASSES) TO OBTAIN WSI. IF THEY DO NOT, THEY WILL BE DROPPED FROM THE SCHOOL TO ANOTHER MOS.</p> <p>2. PFT/CFT: ADMINISTERED DEPENDING ON THE TIME OF THE YEAR (NOT A SCHOOL GRAD REQUIREMENT, BUT ANNUAL USMC TRAINING REQ).</p> <p>3. COMMUNICATION SUITE PERFORMANCE EXAM</p> <p>4. COMMUNICATION SUITE WRITTEN EXAMINATION (WE)</p> <p>5. PREVENTIVE MAINTENANCE CHECKS AND SERVICES (PMCS) PE</p> <p>6. PREVENTIVE MAINTENANCE CHECKS AND SERVICES (PMCS) WE</p> <p>7. VEHICLE BASICS PE</p> <p>8. VEHICLE BASICS WE</p> <p>9. LAND DRIVING PE</p> <p>10. LAND DRIVING WE</p> <p>11. WATER DRIVING PE</p> <p>12. WATER DRIVING WE</p> <p>13. MACHINE GUNS PE</p> <p>14. MACHINE GUNS WE</p> <p>15. UPGUNNED WEAPONS STATION PE</p> <p>16. UPGUNNED WEAPONS STATION WE</p> <p>17. GUNNERY PE</p> <p>18. GUNNERY WE</p> <p>19. TACTICS PE</p> <p>20. TACTICS WE</p> |

TABLE 2: EXPANDED ELT RESEARCH STUDIES (1812/0811/1833): PERFORMANCE EVENTS

Assessment of Female Enlisted Marine Volunteers at Non-Infantry Combat Arms FLCs

(2) Research Support Plan (Associate Investigators/Research Monitors/Ombudsman). Each combat arms (non-infantry) research study will be overseen by an Associate Investigator and Research Monitors. Table 3 outlines the research support staff for each of the combat arms (non-infantry) FLC research studies.

| FLC | ASSOCIATE INVESTIGATORS | RESEARCH MONITOR/OMBUDSMAN |
|----------------------------------|-------------------------|----------------------------|
| MARDET FT BENNING | (b)(6) | (b)(6) |
| MARDET FT SILL | | |
| AAV SCHOOL | | |
| TECOM | (b)(6) | |
| (b)(6) PRINCIPAL INVESTIGATOR | | |

TABLE 3: LOE -2 EXPANDED ELT RESEARCH SUPPORT STAFF

The TECOM Research Team will oversee the preparation, training, and certification of all research support personnel, addressing the following:

- CITI certification tutorial (Associate Investigators, Research Monitors/Ombudsman)
 - Coordinate CITI training, and submission to IRB for required documents (CITI certifications, Investigator Affirmation, RM Appointment Letters)
- Research Protocol (Associate Investigators, Research Monitors/Ombudsman)
 - Provide Informed Consent Brief and Informed Consent/Reconfirmation process
- Informed Consent process (Associate Investigators, Research Monitors/Ombudsman)

Assessment of Female Enlisted Marine Volunteers at Non-Infantry Combat Arms FLCs

- Provide information outlining screening/recruitment/research continuum
- Volunteer Recruitment Pipeline (Associate Investigators, Research Monitors)
- Data Collection (Associate Investigators)
 - Volunteer Performance, Attrition, and Injury Data
 - Male Comparative data
- Volunteer Exit Surveys (Associate Investigators, Research Monitors/Ombudsman)
- Reporting (Associate Investigators)
 - Performance and data collection
- Program of Instruction (Training Schedule)
 - Information for Research Monitors/Ombudsman ICW protocol information

For the research, the TECOM research team conducted site visits with each FLC staff and conducted orientation training with FLC research support personnel (Associate Investigator, Research Monitors). TECOM coordinated the selection of Associate Investigators with each FLC. The Associate Investigators and Research Monitors/Ombudsman will not be authorized to perform their duties until they have been appointed in writing by the USMC IRB and until the protocol has been approved and they have received a copy of the approval endorsement for the protocol.

(D) Research Data Collection Plan. The basis for this research data collection is to assess volunteer performance, both physical and cognitive, coupled with associated training related attrition factors (e.g., medical and injury data). Performance will be evaluated against existing 1000-level individual training T&R Manual standards, associated POI performance events and meeting course mastery.

The data collection plan will include both propensity and exit surveys that will enable the research team to longitudinally track a volunteer across the research period, from a Marine's rationale for volunteering, coupled with her subsequent performance and associated perceptions and attitudes via the Exit Survey, at graduation or when exiting the research longer part of the research.

(1) Survey Data will capture the propensity to volunteer, not volunteer, or withdraw (drop on request) from the research. The Informed Consent Propensity Survey is conducted in conjunction with the formal (recruitment) Informed Consent Brief at Enclosure (5) of the protocol. The TECOM Research Team will collect and collate survey data and prepare preliminary survey analysis for trends to, OAD, MCCDC, in support of their analytical oversight of the MCFIP LOEs.

(2) Performance data will be collected by the TECOM Research Team via the FLC Associate Investigators. Data collection will include evaluated performance events (male and female), attrition information, survey data, and injury tracking. Existing male (de-identifiable) performance data will be collected in order to conduct comparative analysis to volunteer performance.

Assessment of Female Enlisted Marine Volunteers at Non-Infantry Combat Arms FLCs

(3) Attrition Data: (Attrition rates/percentage and cause)

- Medical injuries
- Academic difficulty
- Misconduct
- Drop on Request (DOR)

(4) Level of Mastery. Graded events evaluating performance throughout each of the FLC POIs, are intended to track performance. Volunteers assigned to one of the non-infantry combat arms FLC courses will be assessed through written and performance evaluations as listed in Table 3 (Expanded ELT Research Studies Performance Events). Volunteer data will be collected on volunteers for course remediation and recycle, and injury. Exit survey data will also be collected from volunteers completing the course or who exit the course for any reason. Male de-identifiable data will be collected (for course mastery and attrition) for the purpose of conducting a comparative analysis to female volunteer performance.

E. Necessity for use of human subjects. The use of human subjects is integral to the nature of this study and could not be conducted without them. Performance of volunteers must be directly measured against existing standards for the 1812, 0811, and 1833 POIs. The established research support personnel (Associate Investigators, Research Monitors) and data collection plans at each FLC will support both LOE 2 and LOE 3.

6. To what other reviews if any is this project subject? The data collection on plan can inform LOE 3 (GCE Integration Task Force) and the synergy and integration of all LOEs.

7. To what other regulations is this data collection effort subject (e.g., Privacy Act) and how will if they be implemented? USMC HRPP Policy and Procedures Manual and the Privacy Act.

8. How will volunteers be recruited? The TECOM Research Team will conduct an Informed Consent (I/C) recruitment with eligible volunteers at Marine Combat Training (MCT), SOI-East. Volunteers will reconfirm at their respective FLCs upon reporting in to the course, by the FLC Associate Investigator and observed by one of the Research Monitors/Ombudsman at the FLC. All recruitments will be conducted per HRPP guidelines and observed by a MCCDC-approved Research Monitor/Ombudsman from the SOI (ITB)-East research. Only MCT Marines prescreened at MCRD PISC will be eligible to volunteer. The physical prescreening will be overseen by the MCRD PISC Associate Investigator. The Informed Consent Brief (ICB) at Enclosure (5) will be presented as a consolidated recruitment to solicit volunteers for the 1812, 1833, 0811 FLC courses. Volunteers will review and sign the Informed Consent Form (ICF) at Enclosure (5).

Research will include (LOE 3) volunteers for the MCOTEA protocol (USMC.2014.0008), Ground Combat Element Integration Task Force (GCE-ITF). These volunteers, recruited from the Operating Forces and Supporting Establishment, will attend LOE 2 non-infantry combat arms courses and be "reconfirmed" by the FLC Associate Investigator upon arrival at the FLC. The Associate Investigator will use the Informed Consent Form at Enclosure (5).

Assessment of Female Enlisted Marine Volunteers at Non-Infantry Combat Arms FLCs

9. Describe the nature and extent of risks the collection of these data pose to the participants. The FLC research studies encompass training in MOS formal schools courses, with established training and readiness standards, that include established physical standards (T&R Manuals) and associated physical performance tasks in the FLC POIs. In the course of the POI research, volunteers may be required to move, handle, lift weapons, ordnance, and heavy equipment as an individual or team/crew task. There is also a training-risk, as with any training weapons training, the potential for injury during the conduct of live fire training.

10. Describe any anticipated benefits to the participants, the Marine Corps, and/or society. The information gained from the expanded ELT research studies will inform potential policy decision on the assignment of females to combat arms MOSs and closed units.

11. How will subjects be informed of their rights? Enclosure (4) is the ICB used to inform and solicit volunteers for the 1812, 0811, and 1833 FLC course. Enclosure (5) is the consolidated ICF listing the respective FLC requirements and associated research information.

12. Describe any question/items that will be asked or data elements that will be collected or accessed from existing databases. FLC course enrollment, disenrollment (as applicable) and course completion (graduation) information is entered for volunteers (and all students) in the Marine Corps Training Information Management System (MCTIMS). Course graduates will receive the respective Course Completion Code, with the information entered into MCTIMS, as the Marine Corps management repository for all formal schools/courses. The MCTIMS data is accessible by personnel with administrative rites to MCTIMS.

13. Do any of the questions/items/data elements used in the research involve information that is private or sensitive? If yes, describe and assess the degree of potential risk or harm to the subject if disclosed. **Training and related performance data will be collected in the course of the POI. The collected data poses no risk or harm to the subject if disclosed. The research team will not provide the names of personally identifiable information (PII) of subjects outside the research project; however, routine orders processing and training evaluations will require that names and PII**

(of volunteers) be known to the FLC school staff, Manpower Management, and the TECOM research team. Only DoD ID # will be used to accurately match the data from the records to scores recorded in the study. For the collection of male performance data, only de-identifiable data will be used for a comparative analysis to female volunteer data. All forms utilized to collect data will be secured by the research team and stored in locked filing cabinets. Course enrollment data in MCTIMS is a requirement for all Marines in all formal schools and courses. Volunteers are briefed that they will receive a Course Completion Code entered into MCTIMS. The research team will not divulge the personal information of volunteers to individuals or organizations external to the research project. Prospective volunteers will be briefed that it is unlikely their participation can remain confidential, as the research team cannot protect against actions by volunteers, their families and friends, and other students from divulging their identity and related personal information.

14. What would be the impact to the research if private or sensitive information could not be collected? The Marine Corps could not complete its (research) assessment of female enlisted Marines training at the combat arms (non-infantry) courses, as part of the MCFIP.

Assessment of Female Enlisted Marine Volunteers at Non-Infantry Combat Arms FLCs

15. Describe precautions that are being used to minimize risk to the subject and safeguard the data (e.g., limiting access, storage and destruction of data, password-protected network security, etc.)

- Materials associated with this study will be stored in locked cabinets in the office spaces of the researchers. When in transit and offsite, researchers will maintain positive control over the materials and password-protected laptops. Only the research team will have access to the data and project files.
- Acknowledgement of the informed consent will be recorded as an individual data point.
- Regarding data safeguarding, DoD ID # will be used to accurately match the data from the records to scores recorded in the study. All forms utilized to collect data will be secured by the PI following data collection and stored in locked filing cabinets.
- The research team will protect data collected as part of the research, to include training scores and any reports using de-identifiable data and reported in the aggregate.
- Researchers will not provide the names or personal information of subjects to others outside the project; however, routine orders processing and training evaluations will require that volunteers' names and other PII will be known to the staffs involved in the research. If volunteers choose to withdraw from the research, the specific reasons for individual withdrawal will not be shared outside of the respective FLC Associate Investigators and the TECOM research team.

16. List all enclosures to this protocol:

- ***Enclosure (1): CITI Certifications and Investigator Affirmations***
 - ***TAB (A): FLC 1812 Associate Investigator – Investigator Affirmation***
 - ***TAB (B): FLC 1812 Associate Investigator- CITI Certification***
 - ***TAB (C): FLC 1833 Associate Investigator – Investigator Affirmation***
 - ***TAB (D): FLC 1833 Associate investigator - CITI Certification***
 - ***TAB (E): FLC 0811 Associate Investigator – Investigator Affirmation***
 - ***TAB (H): FLC 0811 Associate Investigator – CITI Certifications***
- ***Enclosure (2): Research Monitors/Ombudsman (1812, 0811, 1833) – CITI Certifications***
- ***Enclosure (3): Combat Arms (Non-Infantry) FLC Volunteer Exit Survey***
- ***Enclosure (4): Consolidated (1812, 0811, 1833) Informed Consent Brief***
- ***Enclosure (5): Consolidated (1812, 0811, 1833) Informed Consent Form***

MCCDC HRPP POLICY AND PROCEDURES MANUAL

Appendix E: Investigator Affirmation

I, the principal investigator or associate investigator named below, acknowledge my responsibilities for performing and monitoring the research to be conducted under the protocols entitled: "Assessment of Female Enlisted Marine Volunteers at Non-Infantry Combat Arms Formal Learning Centers (FLC) in support of Line of Effort-2, Expanded ELT Research Studies, Marine Corps Force Integration Plan (MCFIP).

I am familiar with and understand the provisions of:

- a. DoD Regulation, "Protection of Human Subject," (32 CFR Part 219) of 19 Aug 91
- b. DoD Directive 3216.02 "Protection of Human Subjects in DoD-Supported Research," of 25 Mar 02
- c. SECNAVINST 3900.39D, "Protection of Human Subjects," of 25 Feb 02
- d. Privacy Act (5 USC 301, 552a (1994))
- e. MCCDC XXXX, Policy and Procedures for the Expeditionary Systems Evaluation, Human Research Protection Program
- f. MCO 3900.18D Human Research Protection Program


I will abide by all applicable laws and regulations, and agree that in all cases, the most restrictive regulation related to a given aspect of research involving protection of research volunteers will be followed. In the event that I have a question regarding my obligations during the conduct of this Navy sponsored project, I have ready access to each of these regulations, as either my personal copy or those maintained by the USMC Institutional Review Board (IRB). I understand that my immediate resource for clarification of any issues related to the protection of research volunteers is the USMC IRB.

| | Printed Name | Signature | (MM/DD/YY) |
|------------------------|--------------|-----------|------------|
| Principal Investigator | (b)(6) | | 7/14 |
| Associate Investigator | | | 7/14 |
| Associate Investigator | | | 1/2014 |
| Associate Investigator | | | 5/2014 |

MCCDC HRPP POLICY AND PROCEDURES MANUAL

| | | |
|------------------------|--------|----|
| Associate Investigator | (b)(6) | |
| Associate Investigator | | 14 |
| Associate Investigator | | |

MCCDC HRPP POLICY AND PROCEDURES MANUAL

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| Associate Investigator | (b)(6) | |
| Associate Investigator | | |
| Associate Investigator | |  |

MCCDC HRPP POLICY AND PROCEDURES MANUAL

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|------------------------|--------|---|
| Associate Investigator | (b)(6) | ✓ |
| Associate Investigator | | |
| Associate Investigator | | |

Page 113 redacted for the following reason:

(b)(6) - List of Names

IOC RESEARCH
INFORMED CONSENT (RECRUITMENT) BRIEF




Marine Corps Force Integration Plan

Infantry Officer Course Information and Recruitment Brief for Golf Co (7-14)

27 Oct 2014

United States Marine Corps
MAGTF T&E Standards Division (MTESD)
Training & Education Command (TECOM)



BLUF

- Since May 2012, the Marine Corps began soliciting eligible volunteers from the Basic Officer Courses for assignment to the Infantry Officer Course. The first volunteers attended IOC 1-13 in September 2012.
- Since August 2014, IOC volunteer recruitment was expanded to company grade female officers from the Operational Forces and Supporting Establishment. The first company grade officers volunteered for IOC 1-15.
- The IOC research study will end with IOC 3-15.



Purpose / Intent / End state

Purpose Recruit eligible volunteers from Golf Co (7-14) for assignment to IOC 3-15 (3 Apr-25 Jun)

Intent Derive an institutional baseline that informs policy decisions on the potential assignment of female Marines to the infantry.

End state The IOC research is part of the Line of Effort 2: Expanded Entry Level Training Research Studies, Marine Corps Force Integration Plan (MCFIP) – that will report to CMC during 4th Qtr. FY15.



Agenda

Golf Co and staff

- Human Research Protection Plan
- Marine Corps Force Integration Plan
- IOC study details
- IOC overview, performance standards and assessment

Golf Co female Marines

- Informed Consent



Human Research Protection Program (HRPP)

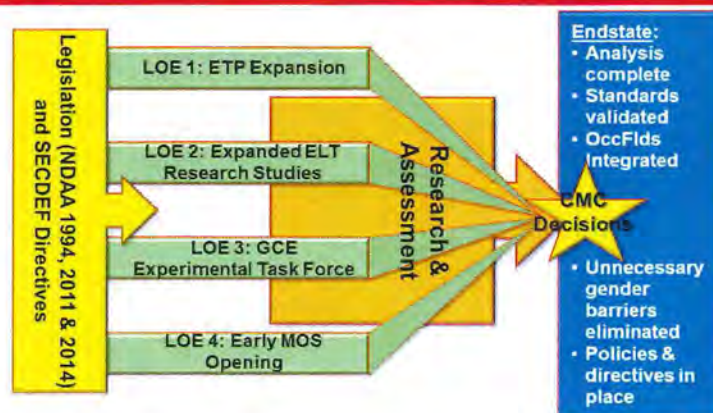
- Establishes policies for human subjects research
 - Collecting performance data from human subjects is research
- IOC research protocol reviewed by the USMC Institutional Review Board (IRB) in Jan 2012
 - IRB determines level of risk and establish monitoring controls as required
 - Focus on recruitment, data collection, injury reporting, and research monitor plan
 - Research requires formal recruitment (Informed Consent) of volunteers
 - Require IRB-approved Ombudsman be present during Informed Consent
 - Require Research Monitors during IOC training



Marine Corps Force Integration Plan



Integration Campaign Design



6



TECOM LOE 2 Research

- **Assess Female Marine Officers at Infantry Officer Course**
 - BOC recruitment since May 2012 + OPFOR recruitment start in Aug 14
 - ■■■ BOCs recruited to date
- **Assess Female Enlisted Marines at Infantry Training Battalion**
 - Enlisted female volunteers recruited from MCRD PISC since Sep 13
 - Assigned to 0311 (Marine Infantryman) and 03xx Weapons courses
 - ■■■ cumulative volunteers toward research study - ■■■ grads to date
- **Combat Arms (Non-Infantry) MOS School Research Studies**
 - Since Sep 13, enlisted female volunteers recruited from Marine Combat Training (MCT) SOI-East and assigned to a combat arms MOS school
 - 1812 Armor Crewman Course
 - 1833 AAV Crewman Course
 - 0811 Cannon Crewman Course



Study Details

- Golf Co volunteers assigned to IOC 3-15 - only
 - No Golf volunteers assigned to 'Marines Awaiting Training' platoon for IOC 4-15 – research will end with IOC 3-15
 - Each BOC receives two recruitment briefs
- Volunteers must meet prerequisite of a 1st class male PFT/CFT
- Same standards for all students during 86-day POI
- Collecting performance data, attrition, injuries, & propensity
- Course Completion Code entered into Marine Corps Training Information Management System (MCTIMS) for tracking
 - MOS 0302 not assigned - research only



Training (Performance) Highlights

- Combat Endurance Test - **knowledge, endurance, decisions**
- Case Studies, Tactical Decision Game, Tactical Exercise Without Troops (TEWT) - **communication, actions**
- Tactical planning and orders - **billets, communication, actions**
- Patrolling Exercise (PEX) - **billets, endurance, knowledge, decisions and actions**
- FEXs and Field Firing - **billets, endurance, and actions**
- Marches under Load (8-12 miles w/increasing loads) - **billets, endurance, and actions**
- Mortar Hike (ICW FFEX w/170-180 lbs.) - **endurance, actions**
- Leadership Combat Conditioning - **decision making, endurance**
- PALMFEX – **billets, knowledge, actions, endurance**

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Assessment

- Daily feedback from Instructors & Class Advisor
 - assess progress; enable intervention (if req'd) by IOC Review Board
 - Weekly SITREPS from IOC (and Research Monitors) to TECOM
- Substandard Performance Criteria - no single points of failure
 - Inability to complete assigned tasks or demonstrate leadership in billets
 - Consistent poor performance in training events
 - Incidents indicating a lack of character or integrity
 - Inability to make decisions, communicate and take actions
 - Failure during physical events; e.g., two hike drops result in course drop
- Volunteers may normally request 'recycle' - **recycle to IOC 4-15**
not an option for Golf Co volunteers

10



Informed Consent



Informed Consent

Purpose of Research

- Assess performance, gather attrition, injury, and propensity
- Inform policy decisions on the potential assignment of females to the infantry

Duration of Study

- 86 days for IOC 3-15 – no 'recycles' to IOC 4-15

Procedures

- Meet physical prerequisite - 1st Class Male PFT/CFT
- All students trained to the same standards
- Volunteer IOC grads given Course Completion Code



Informed Consent

Risks

- Cumulative physical demands; e.g., marching under loads
- Injuries will be treated and rehab as required before next actions; compensation provided in the event of a serious injury resulting in removal from the service

Confidentiality

- Voluntary participation and withdrawal
- Performance data remains confidential - PII safeguarded by IOC and TECOM research team
- Aggregate (anonymous) data may be used in future research
- Cannot provide assurance that a subject's research participation will not become public knowledge
- Media interest or scrutiny by external organizations (volunteers' participation) blocked by research team



Contact Information

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(b)(6)

INFORMED CONSENT FORM

Protocol Title: Collection & Assessment of Training Performance Data at Infantry Officers Course (IOC)

Principal Investigator:

Training and Education Command, MAGTF T&E Standards Division
Quantico, Virginia

Protocol Number: MCCDC.2012.0007

INTRODUCTION

You are invited to participate in a study sponsored by the Commanding General, Training and Education Command (CG, TECOM). Your participation in this study is voluntary and has no bearing on your class standing and graduation from the Basic Officer Course or your PMOS assignment. You should read the information below and ask questions about anything you do not understand before deciding whether to participate.

PURPOSE OF RESEARCH

The purpose of this study is to assess the performance of female Marine officer volunteers assigned to the Infantry Officer Course (IOC)) in order to derive institutional baseline data to inform policy decisions on the potential assignment of females to the infantry occupational field. The IOC research supports the Line of Effort 2, Expanded Entry Level Training Research Studies, of the Marine Corps Force Integration Plan (MCFIP).

DURATION OF STUDY INVOLVEMENT

The time expected to participate in the study is for an entire IOC Program of Instruction (POI) at approximately 86 days. As volunteers, you will be assigned to the next available IOC class convening. Assignment will follow BOC graduation and prior to your PMOS School. If you volunteer and upon completing IOC, a course completion code will be entered into the Marine Corps Training Information Management System (MCTIMS) for tracking; you will not receive the 0302 MOS. If you volunteer and are unable to successfully complete the course, it is unlikely you will be recycled due to impact on delaying attendance at PMOS School, possible negative impact on fitness reporting cycles, potential harm to your career path, and complications with equitable career designations. Nonetheless, you may request to be recycled. The IOC Student Performance Review Board will consider your request, taking into account your performance to date and the circumstances previously outlined and the needs of the Marine Corps, and will recommend to the Director whether to grant a recycle or not. The Director, IOC will make the final decision.

PROCEDURES

You will conduct infantry and related military and physical skills training throughout the POI. Your performance will be evaluated according to the same course standards as male students. In addition to academic and leadership evaluations, you will be expected to conduct various performance events that evaluate your ability to demonstrate tasks under stress and physically demanding conditions:

- Combat Endurance Test (CET)
- Forced Marches (Average distance 8-10 miles with average 97 lb loads)
- Patrolling Exercise (PEX)
- Mortar Hike (7.5 miles with average 170 lb load)
- Field Firing Exercises (60mm Mortar, Supporting Arms, Machine Guns, Demolitions)
- PALMFEX: Mobilization to 29 Palms
- Leadership Close Combat Exercises (Decision making)

IRB Approved _____
Approval Date 11 Dec 2014
Expiration Date 9 Dec 2015

INFORMED CONSENT FORM

Protocol Title: Collection & Assessment of Training Performance Data at Infantry Officers Course (IOC)

RISKS AND DISCOMFORTS

There are risks associated with undergoing training at IOC, some of which you were exposed to during TBS, but with exponentially greater demands in terms of the IOC course length and in certain cases, reporting immediately following the BOC, and the greater loads being carried during field training. The risks include the possibility of minor muscle strains/sprains and added stress on the lower body (hips and legs). There may be some minor Delayed Onset Muscle Soreness (DOMS) a day or two after any of the physical and/or field training. If you are injured during training or experience more soreness than what is explained here, report your injury to one of the IOC staff, study investigators, research monitor, and medical personnel. Medical treatment for injuries resulting from your training and participation in this research is available through the normal medical and command channels associated with your military service.

Information collected during training will be safeguarded and only viewed by the IOC staff and the TECOM research team, and associate investigators authorized to participate in the research. There is a minor risk of inappropriate disclosure of the collected data. In no case will your name or any other personal information be divulged to others outside the researchers participating in the project.

There is the potential for interest and scrutiny from the media and other individuals or organizations outside of the Marine Corps regarding your participation in this research. This interest and scrutiny may continue after the research is completed and throughout your career.

POTENTIAL BENEFITS

If you volunteer, you will be involved in an effort that directly supports the Marine Corps Force Integration Plan, and the effort to inform policy decisions on the potential assignment of women to the infantry occupational field.

COMPENSATION

You will not be compensated for your participation in this research.

CONFIDENTIALITY

Research studies occasionally are reviewed by Institutional Review Boards (IRB) and other oversight agencies (i.e., Department of the Navy Human Research Protection Program, Food and Drug Administration, Office for Human Research Protections) to determine that the study was conducted properly. If such an evaluation is requested for this project, your personal information will remain confidential. The TECOM research team is required to report only when the research is completed and/or when issues arise over problems in conducting the research, and not individual results from volunteers at IOC.

VOLUNTARY PARTICIPATION AND WITHDRAWAL

Participation in this data collection effort is voluntary and refusal to participate involves no penalty or loss of benefits to which you are entitled. You may discontinue participation at any time without penalty or loss of such benefits. If you choose to withdraw from the study after agreeing to participate, inform one of the IOC staff or research personnel. Your choice to withdraw will not be made known to your follow-on command.

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INFORMED CONSENT FORM

CONTACT INFORMATION

If you have questions about this project, please contact one of the following:

(b)(6)

For questions regarding the Human Research Protection Program and your rights as a voluntary subject in this research, contact:

(b)(6)

TAB B: SIGNATURE OF RESEARCH SUBJECT / INVESTIGATOR AFFIRMATION

I have read this form and have had all my questions answered to my satisfaction. I agree to take part in this study.

Name of Subject

Signature of Subject

Date

I, the undersigned Researcher, certify that to my knowledge the participant signing this Consent Form has read the form, had questions answered, and had the research study satisfactorily explained. I believe that the participant is competent to give consent to participation in this research.

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Survey Question #1: Why have you decided to volunteer for IOC? (Check all that apply)

- ☐ I want to be part of something historic
- ☐ I want to experience the challenge of infantry training at IOC
- ☐ I hope to fight with the infantry in combat
- ☐ I believe women should be allowed in the infantry
- ☐ I want to support Marine Corps research
- ☐ Other _____

Survey Question #2: If you are volunteering for IOC, would you have done so if, upon completing IOC, you would have been involuntarily assigned to the infantry occupational field?

- ☐ Yes
- ☐ No
- ☐ Unsure

Survey Question #3: Why are you not volunteering for IOC? (Check all that apply)

- ☐ I do not want to risk injury during IOC training
- ☐ I do not want to delay reporting to my primary MOS school
- ☐ I do not believe women should be assigned to the infantry
- ☐ I believe there are better promotion opportunities than serving in the infantry
- ☐ I will not receive the 0302 MOS if I complete ITB
- ☐ I have (requested) been assigned the 0203 MOS
- ☐ Other _____

Survey Question #4: Would you have volunteered for IOC if you could have voluntarily been assigned to the infantry occupational field, upon completing IOC?

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☐ No
☐ Unsure

IOC RESEARCH

MARADMIN 335/14:

“OPERATING FORCE AND SUPPORTING ESTABLISHMENT
FEMALE OFFICER VOLUNTEERS FOR INFANTRY OFFICER
COURSE RESEARCH”

UNCLASSIFIED/

R 092252Z JUL 14

MARADMIN 335/14

MSGID/GENADMIN,USMTF,2007/CMC WASHINGTON DC MRA MP//

SUBJ/ OPERATING FORCE AND SUPPORTING ESTABLISHMENT FEMALE OFFICER VOLUNTEERS FOR INFANTRY OFFICER COURSE RESEARCH//

REF/A/DOC/CMC WASHINGTON DC CDI/21JAN2011//

REF/B/DOC/CMC WASHINGTON DC MCFIO/19JUN2014/REF/C/DOC/CMC/12MAR2014//

NARR/REF A IS MCO 3900.18, HUMAN RESEARCH PROTECTION PROGRAM. REF B IS MARINE CORPS FORCE INTEGRATION PLAN (MCFIP). REF C IS CMC WHITE LETTER 1-14, INTEGRATING FEMALE MARINES WITHIN THE GROUND COMBAT ELEMENTS //

(b)(6)

THE OPERATING FORCES (OPFOR) AND SUPPORTING ESTABLISHMENT TO ATTEND THE INFANTRY OFFICERS COURSE (IOC). THE RESEARCH IS CONDUCTED IAW REF (A) AND IN SUPPORT OF THE REF (B), LINE OF EFFORT (LOE) 2 - EXPANDED ENTRY LEVEL TRAINING RESEARCH STUDIES.

2. REF (B) IS THE CAMPAIGN PLAN DESIGNED TO TAKE DELIBERATE, MEASURED AND RESPONSIBLE IMPLEMENTATION ACTIONS TO ACHIEVE INTEGRATION OF FEMALE MARINES INTO PREVIOUSLY CLOSED UNITS AND OCCUPATIONAL FIELDS BY 1 JANUARY 2016 AS DIRECTED BY THE SECRETARY OF DEFENSE. AS PART OF THIS EFFORT, CMC DIRECTED AN EXPANSION TO LOE 2 WHICH ALLOWS FEMALE MARINES TO ATTEND SPECIFIC GROUND COMBAT ARMS ENTRY LEVEL TRAINING SCHOOLS.

3. SINCE SEPTEMBER 2012, FEMALE BASIC OFFICER COURSE (BOC) GRADUATES HAVE BEEN AFFORDED THE OPPORTUNITY TO PARTICIPATE IN THIS RESEARCH BY ATTENDING IOC. IN ORDER TO EXPAND THE POPULATION OF PROSPECTIVE VOLUNTEERS, CMC HAS DIRECTED THAT COMPANY GRADE FEMALE MARINE OFFICERS ASSIGNED TO THE OPFOR AND SUPPORTING ESTABLISHMENT BE ALLOWED TO VOLUNTEER FOR IOC, BEGINNING WITH THE OCTOBER 2014 IOC CLASS 1-15.

4. ELIGIBILITY AND RECRUITMENT. OPFOR AND SUPPORTING ESTABLISHMENT COMPANY GRADE FEMALE MARINE OFFICERS INTERESTED IN VOLUNTEERING FOR IOC WILL SUBMIT AN ADMINISTRATIVE ACTION (AA) FORM (NAVMC 10274) VIA THEIR CHAIN OF COMMAND, TO CG TECOM (C466) - THE TECOM IOC RESEARCH TEAM - REQUESTING ASSIGNMENT TO IOC. THE MARINE'S PARENT COMMAND WILL CERTIFY THE MARINE MEETS THE PREREQUISITES TO VOLUNTEER LISTED BELOW AND PROVIDE ENDORSEMENT (CONCUR OR NON-CONCUR) WITH COMMENTS.

A. VOLUNTEER PREREQUISITES.

- (1) ACTIVE DUTY FEMALE COMPANY GRADE ONLY.
- (2) BE IN A FULL DUTY STATUS.
- (3) HAVE MINIMUM SIX MONTHS OF OBLIGATED SERVICE REMAINING AFTER COMPLETION OF IOC. COURSE LENGTH IS 86 DAYS, NOT INCLUDING A 60-90 DAY PRE-IOC ASSIGNMENT IN THE 'MARINES AWAITING TRAINING' (MAT) PLATOON.
- (4) VOLUNTEERS CANNOT BE PENDING DISCIPLINARY ACTIONS (I.E., NON-JUDICIAL PUNISHMENT, COURTS MARTIAL, ADMINISTRATIVE SEPARATION).
- (5) PREVIOUS IOC VOLUNTEERS ARE NOT ELIGIBLE TO VOLUNTEER A SECOND TIME FOR THIS RESEARCH DUE TO THE FOLLOWING: DATA HAS ALREADY BEEN CAPTURED FROM THESE OFFICERS' PREVIOUS PARTICIPATION; THEY WERE OFFERED AN OPPORTUNITY TO RECYCLE AND DECLINED; AND ADDITIONAL TIME SPENT OUT OF THEIR PRIMARY MOS FOR THE PURPOSE OF THIS RESEARCH MAY HAVE A DETRIMENTAL IMPACT ON THEIR MOS CREDIBILITY AND COMPETITIVENESS FOR PROMOTION.
- (6) IOC PHYSICAL PREREQUISITE OF A MALE 1ST CLASS PFT AND CFT.

5. INFORMED CONSENT. UPON RECEIPT OF THE AA FORM, THE TECOM RESEARCH TEAM AND OMBUDSMAN WILL CONDUCT AN INFORMED CONSENT (FORMAL RECRUITMENT) INTERVIEW BY PHONE, WITH THE PROSPECTIVE VOLUNTEER, TO VERIFY THE PHYSICAL PREREQUISITES, RECOMMENDED PHYSICAL CAPABILITIES AND PERFORMANCE EXPECTATIONS DURING IOC TRAINING. THE RECRUITMENT INTERVIEW WILL INFORM PROSPECTIVE VOLUNTEERS ON RESEARCH PARTICIPATION, DATA COLLECTION, RISK MITIGATION, PERSONAL IDENTIFIABLE INFORMATION, AND RELATED CONFIDENTIALITY GUIDANCE. PROSPECTIVE VOLUNTEERS ARE INFORMED THAT THE TIMING OF THEIR ASSIGNMENT TO IOC AND/OR LENGTH OF TIME IN THE MAT PLATOON, WILL BE CONTINGENT ON AVAILABLE CLASS SIZE WITH ASSIGNMENT PRIORITIZATION GIVEN TO MOS 0302 (INFANTRY OFFICER) MALES AND MOS 0203 (GROUND INTELLIGENCE OFFICER) MALES AND FEMALES; NEW BOC GRADUATE FEMALE VOLUNTEERS, AND FEMALE COMPANY GRADE VOLUNTEERS FROM THE OPFOR AND SUPPORTING ESTABLISHMENT.

6. COORDINATING INSTRUCTIONS.

A. PROSPECTIVE VOLUNTEERS ARE ENCOURAGED TO CONTACT CAREER COUNSELORS AND MONITORS IN ORDER TO DISCUSS POTENTIAL IMPACT OF VOLUNTEERING ON CAREER ENHANCEMENT AND PROMOTION OPPORTUNITIES, GIVEN MOS CREDIBILITY AND TIMING CONCERNS, BEFORE THE INFORMED CONSENT INTERVIEW WITH THE TECOM RESEARCH TEAM.

B. VOLUNTEERS WILL BE PROVIDED AN INFORMED CONSENT FORM (FOLLOWING THE INFORMED CONSENT INTERVIEW) TO REVIEW, COMPLETE A PROPENSITY SURVEY, AND RETURN A SIGNED COPY TO THE TECOM RESEARCH TEAM.

C. IN AN EFFORT TO MITIGATE RISK, BETTER PREPARE AND SCREEN VOLUNTEERS FOR SUCCESS, OPFOR AND SUPPORTING ESTABLISHMENT VOLUNTEERS WILL BE ASSIGNED TO THE IOC MAT PLATOON FOR 60-90 DAYS PRIOR TO AN IOC CLASS. THE MAT PLATOON PROVIDES THE OPPORTUNITY TO REFRESH PERISHABLE TACTICAL AND FIELD SKILLS AS WELL AS CRITICAL COMBAT AND PHYSICAL CONDITIONING (I.E., MARCHING UNDER LOAD, OBSTACLE COURSE, MCMAP, AND COMBAT WATER SURVIVAL). ONE OF THE EVENTS WHILE IN THE MAT INCLUDES A 12 MILE HIKE WITH APPROACH MARCH LOAD (114 LBS) IN 4 HOURS. A SAMPLE MAT TRAINING SCHEDULE IS AVAILABLE UPON REQUEST FROM THE TECOM RESEARCH TEAM.

D. TAD ORDERS WILL BE ISSUED FOR VOLUNTEERS TO THE BASIC SCHOOL (TBS), QUANTICO, VA NLT 1 AUGUST 2014 FOR ASSIGNMENT TO IOC CLASS 1-15. REPORT DATES FOR FOLLOW-ON IOC CLASSES WILL BE PROVIDED TO FUTURE VOLUNTEERS DURING THEIR INFORMED CONSENT BRIEF.

E. TAD FUNDING IS THE RESPONSIBILITY OF THE PARENT COMMAND. COMMANDS MAY REQUEST REIMBURSEMENT FROM DC P AND R VIA THE CHAIN OF COMMAND IF COSTS CANNOT BE ACCOMMODATED WITHIN LOCAL RESOURCES, PER THE INSTRUCTIONS IN REF (B). COSTS ASSOCIATED WITH SUPPORTING THIS MARADMIN WILL BE CAPTURED WITH THE SPECIAL INTEREST CODE GEO.

F. PARTICIPATION IN THIS RESEARCH EFFORT IS VOLUNTARY AND FALLS UNDER THE RULES AND REGULATIONS OF REF (A).

G. VOLUNTEERS WILL RECEIVE "TD" FITREP FROM PARENT COMMAND UPON EXECUTION OF TAD ORDERS AND REPORT TO CO, TBS. VOLUNTEERS WILL RECEIVE AN "FD" FITREP FOR FROM TBS FOR TIME SPENT PARTICIPATING IN THIS RESEARCH. REQUESTING TO WITHDRAW FROM OR FAILURE TO COMPLETE IOC RESEARCH UNLESS FOR REASONS OF MISCONDUCT WILL NOT BE CONSIDERED ADVERSE OR REMARKED UPON IN THE "FD" report.

H. ALL IOC STUDENTS ARE BILLETED IN GRAVES HALL ONBOARD CAMP BARRETT.

I. GOVERNMENT MESSING IS AVAILABLE.

J. GEAR AND EQUIPMENT TO BE DRAWN FROM TBS

K. POC AT TBS IS (b)(6) EMAIL :

(b)(6) AT)USMC.MIL

7. RELEASE AUTHORIZED BY LTGEN R. E. MILSTEAD JR, DEPUTY COMMANDANT FOR MANPOWER AND RESERVE AFFAIRS AND MAJGEN T. M. MURRAY, COMMANDING GENERAL, TRAINING AND EDUCATION COMMAND .//

ITB RESEARCH
ITB INFORMED CONSENT (RECRUITMENT) BRIEF



Assessment of Female Enlisted Marines at

Infantry Training Battalion School of Infantry - East

Information & Recruitment Brief 4th Recruit Training Battalion 'N1 Series 4012/4013'

**United States Marine Corps
Training and Education Command
Quantico, VA**

15 Apr 2015



Overview

- Since September 2013, the Marine Corps has been assigning eligible female enlisted Marine **volunteers** from the 4th Recruit Training Battalion, to the Infantry Training Battalion (ITB), School of Infantry-East.
- ITB research is part of 'Line of Effort 2' (Expanded Entry Level Training Research) - Marine Corps Force Integration Plan
- TECOM is the LOE 2 lead for:
 - Assessment of Female Enlisted Marines at Infantry Training Battalion
 - Assessment of Female Marine Officers at the Infantry Officer Course
 - Assessment of Female Enlisted Marines at the Combat Arms Schools



Purpose / Intent / End state

- Purpose: Recruit eligible volunteers for assignment to **Bravo Company (10-15) (28 April – 25 June)**
 - Last company for ITB research
- Intent of Research: Inform policy decisions on the potential assignment of female Marine to the infantry and combat arms MOSs/units
- End state: Research ends June 2015 with final analysis reporting to CMC July 2015



Research Support

- TECOM Research Team (**Research Oversight**)
 - Principal Investigator, 3 Associate Investigators
- MCRD, Parris Island (**Screening & Recruitment**)
 - 1 Associate Investigator, 3 Ombudsman
- ITB, SOI-E (**Training & Evaluation, Data Collection**)
 - 2 Associate Investigators
 - 9-12 Research Monitors (during 0300/03xx training)
 - 3 Female Combat Instructor Advisors/Mentors
 - 1 Female Senior Enlisted
 - SOI Certified Athletic Trainers assist with medical/injury screening



Research Support Personnel

- **Associate Investigators** serve as on-site members of the TECOM research team
 - Oversees physical prescreening and supports formal recruitments
 - Reconfirms volunteers' participation at check-in and ITB TD 29 'split'
 - Tracks & collects research data (performance, attrition, injuries)
 - Conducts exit surveys
 - Coordinates Research Monitors with training companies
- **Research Monitors** perform general oversight of the research at company/course level
 - Ensures safety of volunteers and that protocol is administered fairly
 - Assists with collection of performance data and weekly reporting
 - Dual-hatted as an Ombudsman to monitor 'reconfirmation' briefs



Volunteer Prerequisites

- ✓ Must be a volunteer
- ✓ Active Duty Marine ONLY
- ✓ Meet or exceed ITB minimum physical standards

| Physical Fitness Test (PFT) | Combat Fitness Test (CFT) |
|--|---------------------------|
| 3 Pull-Ups (based on final pull-up assessment) | 4:13 Movement to Contact |
| 50 Crunches | 33 Ammo Can Lifts |
| 28:00 3-Mile Run | 3:58 Maneuver Under Fire |

- ✓ No physical ailments – Fit for duty
- ✓ Minimum GT scores
 - Minimum 80 GT: MOSs 0331 / 0341
 - Minimum 100 GT: MOSs 0351 / 0352



Research Key Points

- Decision to volunteer has no bearing on MOS assignment
 - Boot leave will not be modified - volunteers must waive 'Recruiters Assistance'
 - Refusal to participate involves no penalty or loss of benefits
 - Volunteers may drop on request (DOR) at any time
- Recruitment for assignment to an 03xx Weapons Course:
 - 0331 Machine Gunner / 0341 Mortarman / 0352 Anti-Tank Missileman
(Bravo Co does not train 0351 Marine Assaultman)
 - Must complete 0300 Basic Rifleman Course (28 training days) before assignment to a weapons course
- Volunteers completing ITB receive a Course Completion Code for tracking – will not receive the 03xx MOS
- Volunteers may be dropped from research for misconduct
- **No recycle option for Bravo Co volunteers – research ends 25 Jun**



Research Ground Rules

- Normal 'recycle' opportunities unavailable; e.g.,
 - Reporting in after check-in – normally go to Marines Awaiting Training (MAT) until next company
 - Fail initial PFT/CFT – normally remediate/assigned to next company
 - Physical/Academic/Injury remediation
 - Process for injury recovery & rehab remain in place – but will not recycle to a follow-on company
 - Compensation benefits provided if the injury results in medical discharge
- Volunteers billeted in separate squad bay (with separate head) regardless of squad assignment
 - Squad bays secured at night; entrance observed by duty personnel
 - Volunteers post their own fire watch and during weekend liberty periods if there are more than 8 volunteers - augmented by MCT (MAT) females when there are less than 8 volunteers
 - Stand integrated fire watch while in the field



Data Being Collected

- **Propensity** (Survey data on propensity to volunteer or not volunteer)
- **Performance**
 - Data collected on physical performance evaluations, tests, and training events
 - Performance Evaluations and Academic Examinations
 - Misconduct
 - Body Composition (Height / Weight)
 - Exit Surveys (perspectives on training and research experience)
- **Attrition**
 - DOR (Drop-on-Request and Performance Drops)
 - Injury/Medical
 - Academic
 - Weapons performance
 - Physical performance
- **Injuries** (Type, location, and disposition)
- **Comparative Male Data** (performance, attrition, injuries, body composition)

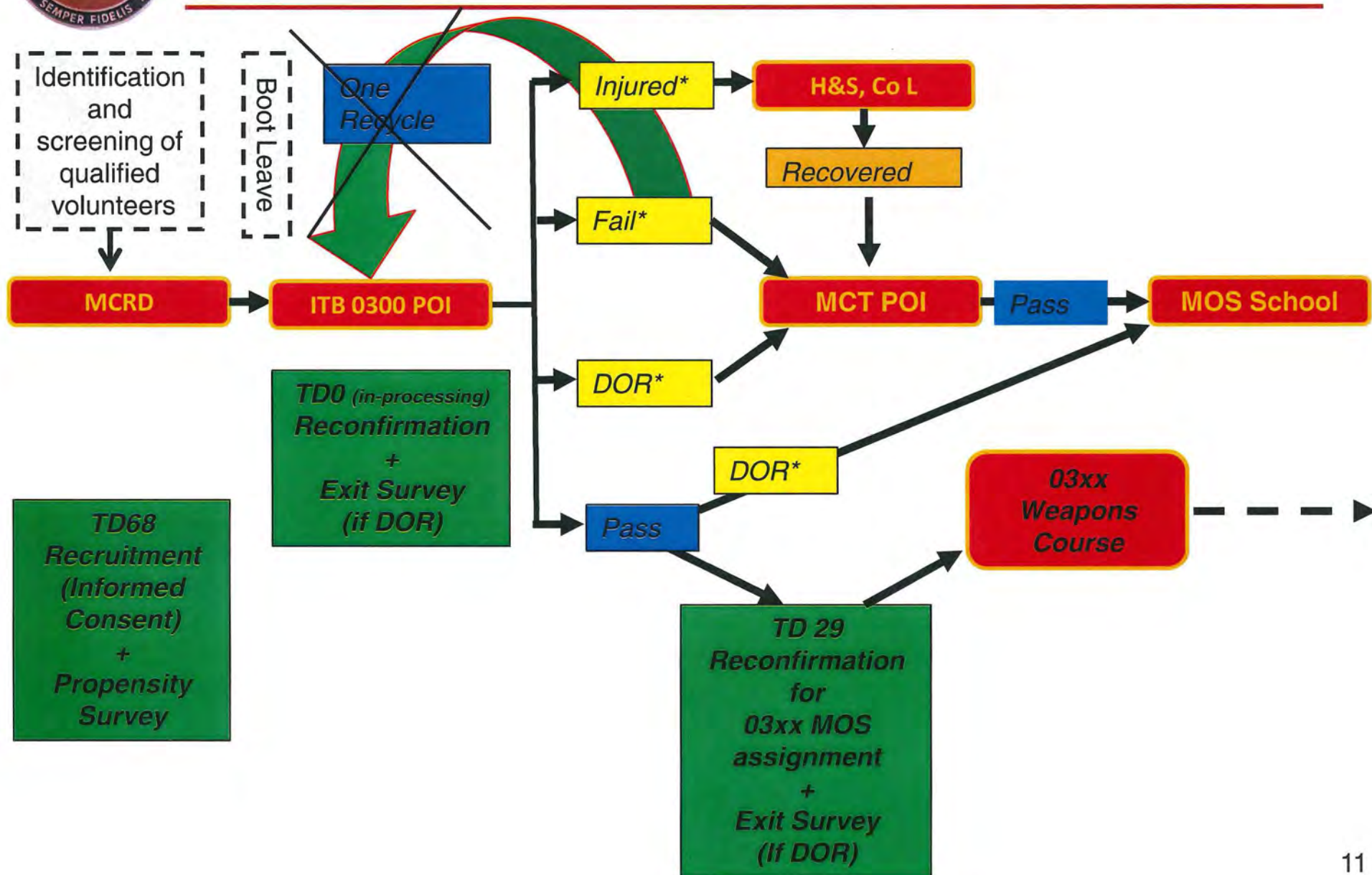


Confidentiality

- Performance data shared only between ITB and TECOM research team
- Data (anonymous) in the aggregate may be used in future research
- Risk of scrutiny from the media and individuals outside of the research
- TECOM protects Personal Identifiable Information but cannot provide assurances that volunteers' participation will not become public knowledge



Research Volunteer Pipeline (TD1-TD29)





ITB Training Highlights 0300

| SUNDAY | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY |
|--------|---|--|---|-------------------------|--|--------------------------|
| | | | 02 PFT | 03 CFT | 04 HITT Assess | 05 5k Hike |
| | | Pic Up | Weapons Classes | | | |
| 06 | 07 M16 Zero PEQ-16 Zero | 08 M67 Grenade Range Table 3 D | 09 Table 3 C Table 4 C Table 4 D | 10 M203/AT-4/M72 | 11 10k Hike Offensive Fundamentals | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 WEAPONS ASSESSMENT |
| | Land Navigation / Patrolling Formations / Immediate Action Drills | | | | | |
| 20 | 21 Defense | 22 Table 3/4 Fire and Mvmt Prac App | 23 Table 3/4 Table 3/4 | 24 Fire and Movement | 25 MOUT | 26 |
| 27 | 28 15k Hike MOUT | 29 CSRE MOS Split | | | | |



Weapons Assessment

0331 Machine Gunner

- ✓ Move M2 .50cal HMG receiver (62 lbs) - 25m and then lifts it overhead holds it in place for three seconds
- ✓ Charges M2 .50cal and Mk19 Grenade Launcher



0341 Mortarman

- ✓ Conduct a shuttle run moving the M3A1 base plate (29 lbs), M177 bipod (27 lbs), and the M253 barrel (35 lbs), one piece at a time, to staging point 25m away
- ✓ Lifts/hold 81mm mortar ammo box (50 lbs) overhead for 3 seconds

0351 Marine Assaultman

- ✓ Conduct 25m movement with a loaded MK-153 (36 lbs) and manipulates MK-153 into the firing position
- ✓ Swing 40-lb battering ram to hit a (door) target area to breach the door

0352 AntiTank Missileman

- ✓ 1. Lift a dummy TOW missile (54 lbs) overhead and holds for three seconds
- ✓ Lift Traversing Unit (T/U) (69 lbs) from inside a HMMWV, up through the turret for mounting





0300 Performance Events

Achieve 80% course mastery in written exams (retain/apply MOS knowledge) and a passing score for performance exams (perform tasks under combat conditions)

- Physical Standards:

- Initial PFT/CFT (min male standards)
- 15k Conditioning Hike, 82-95 lbs in 3:45 hrs

- Range Standards

- M67, M203, AT-4, M72
- Tables 3 and 4 (Day/Night)

- Infantry Skills

- Land Navigation (Day/Night)
- Patrolling
- Offensive/Defensive Operations
- Demolitions / MOUT

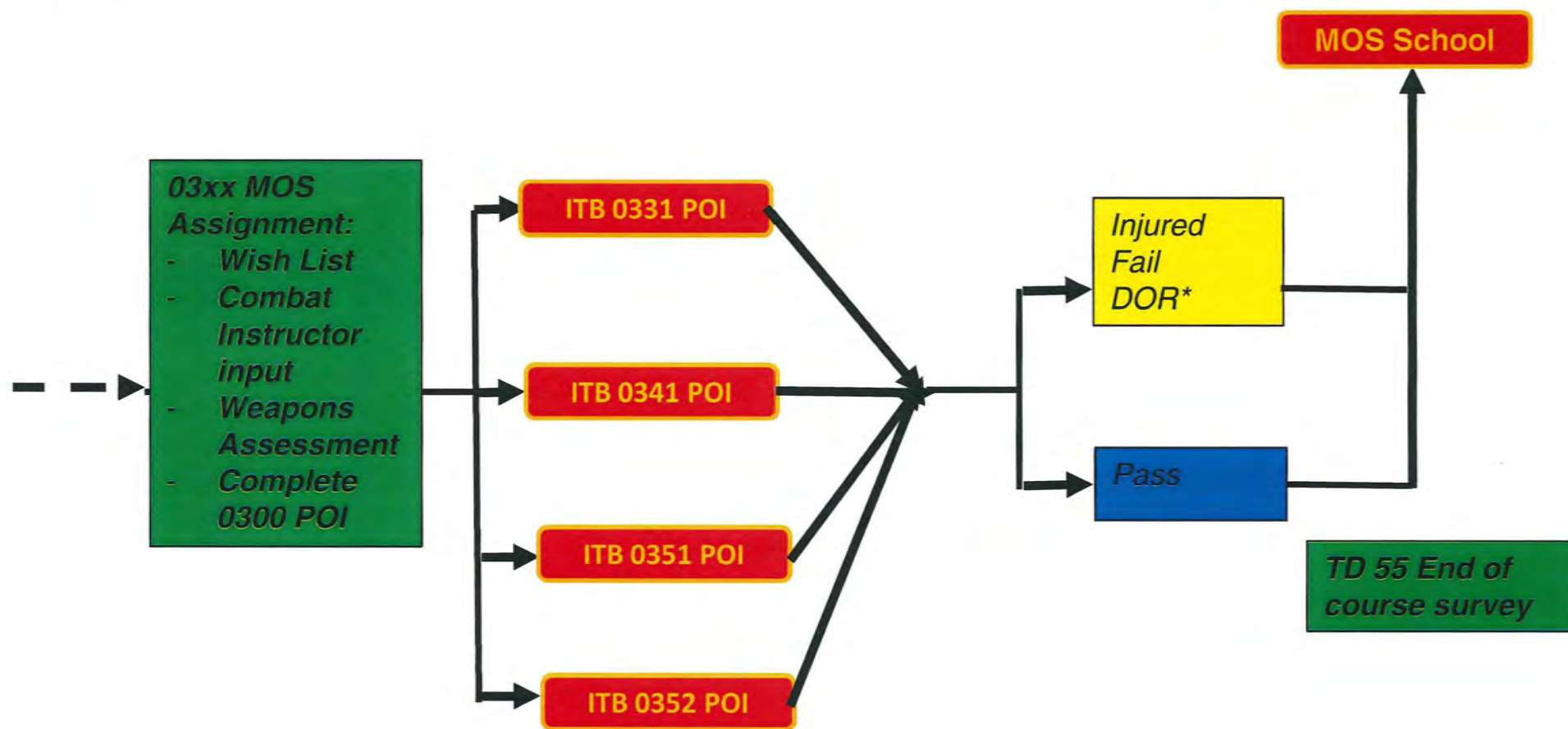
- Common Skills Retention Field Exercise (Tactics/Weapons Employment)

- Academic Standards: 0300 Written Examination





Research Volunteer Pipeline (TD29-TD59)



Alpha Co / Charlie Co: Train 0331s / 0341s / 0351s

Bravo Co / Delta Co: Train 0331s / 0341s / 0352s



03xx Weapons Schedules

| SUNDAY | MONDAY | TUESDAY | WEDNESDAY | THURSDAY | FRIDAY | SATURDAY |
|----------------------|-----------------------------|--------------------|--|--|-----------|-------------|
| Date of the 20k Hike | | 0331 Training | M240 | | | |
| | | 0341 Training | M224A1 60mm Mortar | | | |
| | | 0351 Training | Demo | | | |
| | | 0352 Training | Javelin / Armor ID Block 1 | | | |
| M240 Test | M249 | M249 | M249 Test | M249/240 Range | M2 | |
| | | M224A1 60mm Mortar | | | | M224A1 Test |
| | | Demo | Basic Demo | | Breaching | |
| | | Javelin BST | Javelin Test | Saber / Block 2 | | |
| 12 | M2 | M2 Test | M2 Range | MK-19 | | |
| | M224A1 Range | M252 81mm Mortar | | | | |
| | Breaching | Breaching | SMAW | | | |
| | Saber / Armor ID Block 2-3 | | | | | |
| 19 | MK-19 | MK-19 Test | MK-19 Range | Infantry Integrated Field Exercise (IIFEX) | | |
| | M252 81mm Mortar | M252 Test | M252 Range | Mortar Range | | |
| | SMAW | SMAW Range | Infantry Integrated Field Exercise (IIFEX) | | | |
| | Saber Tests | Range | 0352 Simulation Training | | | |
| 26 | 27 | 28 | 29 | 30 | 31 | |
| | PFT | CFT | | | | |
| | Out processing / Graduation | | | | | |



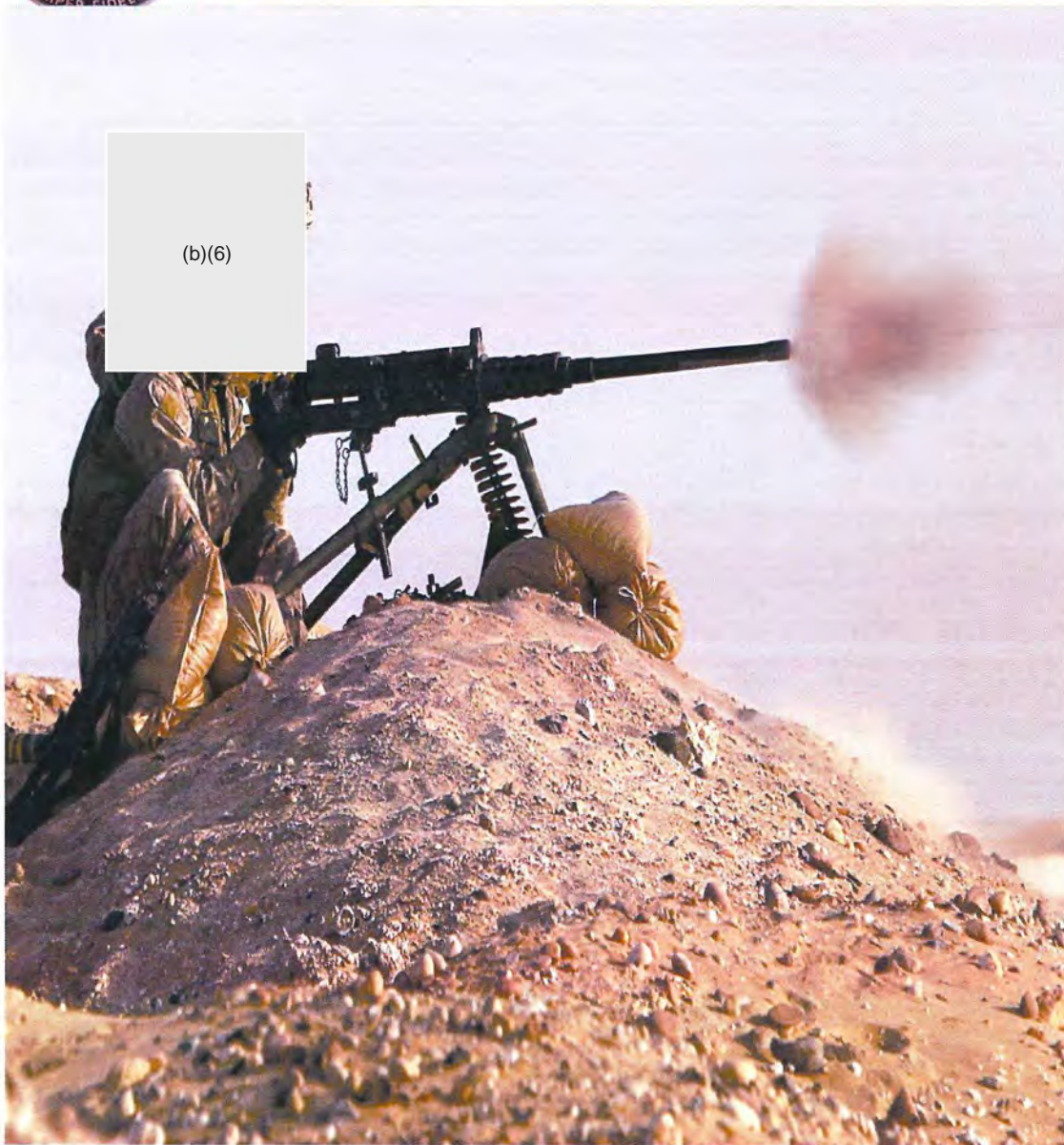
Conditioning Hikes

| MCRD | MCT | ITB |
|---------------------------------|--------------------------------|---|
| 5k Hike w/avg 40/45 lbs < 1:45 | 5k Hike w/avg 60 lbs < 1.5 hrs | 5k Hike w/avg 82-87 lbs < 1.5 hrs |
| 8k Hike w/avg 50/55 lbs < 2:30 | | |
| 10k Hike w/avg 50/55 lbs < 3:30 | 10k Hike w/avg 60 lbs < 3 hrs | 10km Hike w/avg 82-87 lbs < 3 hrs |
| 12k Hike w/avg 60/65 lbs < 4:00 | 15k Hike w/avg 60 lbs < 3:45 | 15k w/avg 82-87 lbs in < 3.75 hrs |
| | | 20k w/avg 82-87 lbs + crew-served weapon components < 5 hrs * |

- **20K Hike Failures - remediate with initial company and recycle to follow-on company for a third attempt. Volunteers may DOR vice remediate and recycle**



0331 Performance Events



- ✓ **20k Conditioning Hike (82-95 lbs)
w/ M240B MG (27 lbs) < 5 hours**
 - MG, A-Bag, Tri-pod - 2 Marines
- ✓ **Construct MG Fighting Position**
- ✓ **M240B, M249, M2 .50cal, MK19
Operator Procedures & Maint PE's**
- ✓ **All MG's Troubleshooting PE**
- ✓ **Place MG's into Action PE**
- ✓ **MG's Written Exam**
- ✓ **M240B & MK19 MG Zero PE**
- ✓ **M240B MG 12.7m PE**
- ✓ **M240B MG Target Engagement PE**
- ✓ **MG's Range Card PE**
- ✓ **M240B & M249 MG Limited Visibility
Target Engagement PE**
- ✓ **M249 Target Engagement PE**
- ✓ **M2 .50 Cal HMG Basic Course PE**
- ✓ **M2 .50 Cal HMG Transition Fire PE**
- ✓ **M2/MK19 HMG Vehicle-mounted PE**
- ✓ **MK19 Basic Course Table PE**
- ✓ **Final PFT/CFT (male standard) 18**



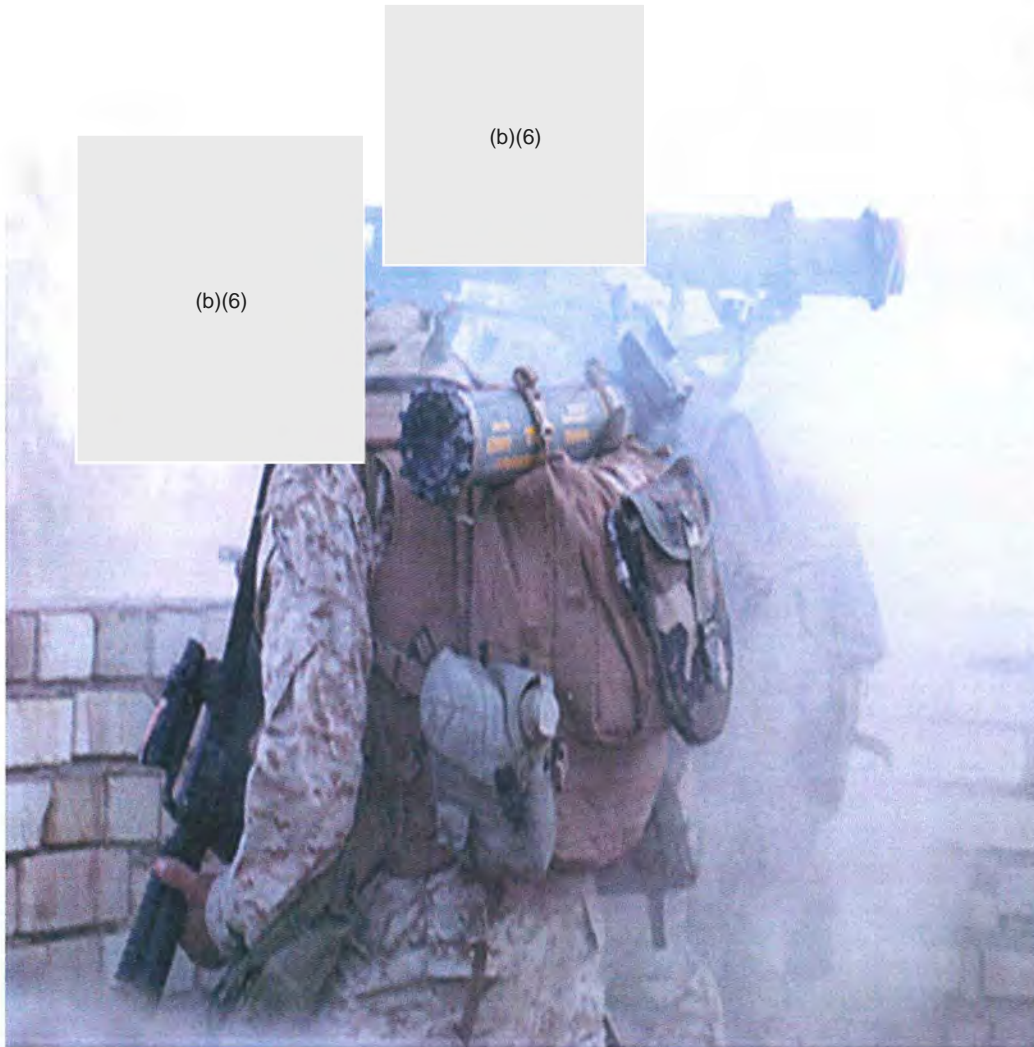
0341 Performance Events



- ✓ **20K Hike (82-95 lbs) + Mortar components in 5:00 hrs**
- 3 Marines - spread load components:
 - Cannon (13 lbs) / Bipod (13 lbs)
 - Base plate (14 lbs)
- 2 rounds (8 lbs ea) per Marine
- ✓ Mortar Fighting Position PE
- ✓ Maintain 60mm & 81mm Mortar PE
- ✓ Mount/Pre-safety Checks for Mortar(s) PE
- ✓ Mortar(s): Small Deflection & Elevation Change PE
- ✓ Boresight Mortar(s) PE
- ✓ Mortar Misfire Procedures PE
- ✓ Mortar Refer /Realign PE
- ✓ Mortar(s): Written Examinations
- ✓ Mortar(s): Live Fire PE
- ✓ 81mm Mortar Reciprocal Lay PE
- ✓ **Final PFT/CFT (male standard)**



0351 Performance Events



- ✓ **20k Conditioning Hike (82-95 lbs) w/SMAW (17 lbs) < 5 hrs**
 - Two rockets per Marine (19 lbs)
 - SMAW (17 lbs) shared on hike
- ✓ SMAW: Operator Maintenance PE
- ✓ SMAW: Target Engagement PE
- ✓ SMAW: Written Exam and PE
- ✓ Demolition Initiation Sets PE
- ✓ Detonation Cord Initiation PE
- ✓ Cutting Charges PE
- ✓ Improvised Explosive PE
- ✓ Demolitions: Written Exam
- ✓ Basic Demolition PE
- ✓ Breaching Charges and Mechanical Breaching PE's
- ✓ Mobility Written Exam
- ✓ **Final PFT/CFT (male standard)**



0352 Performance Events



- ✓ **20K Hike (82-95 lbs) with Javelin < 5 hrs**
 - Each Marine carries one Javelin MSR (35 lbs)
- ✓ Armor Vehicle Identification Exam
- ✓ Anti-armor Range Card PE
- ✓ Operator Maintenance for M98A2 Javelin Command Launch Unit PE
- ✓ Prepare M98A2 Javelin for Firing PE
- ✓ Immediate Action Javelin PE
- ✓ Javelin Basic Skills Trainer Qualification
- ✓ Javelin Written Exam
- ✓ Operator Maintenance for Heavy Anti-Armor Weapon System PE
- ✓ Prepare Heavy Anti-armor Weapon System for Firing PE
- ✓ Immediate Action for Heavy Anti-Armor Weapon System PE
- ✓ Vehicle Mount A Heavy Anti-Armor Weapon Simulator System
- ✓ Heavy Anti-Armor Weapon Written Exam
- ✓ **Final PFT/CFT (male standard)**



Informed Consent Form (ICF)

✓ Read

- ✓ If volunteering Print and Sign page 6
 - List email address for signed ICF
- ✓ All asked to complete Survey on page 7
 - Volunteers Questions 1 & 2
 - Non-volunteers Question 3
- ✓ Research Team signs Informed Consent Form
 - will forward signed ICF prior to 28 Apr

INFORMED CONSENT FORM

Assessment of Training Performance of Female Enlisted Marines at the Infantry Training Battalion, 03xx MOS Weapons Courses

Principal Investigator:

Training and Education Command, Ground Training Division
Quantico, Virginia

Protocol Number: MCCDC.2013.0005

INTRODUCTION

You are invited to participate in a study sponsored by the Commanding General, Training and Education Command (CG, TECOM). Your participation in this study is voluntary and has no bearing on your current standing and graduation from Recruit Training or your primary MOS assignment. You should read the information below and ask questions about anything you do not understand before deciding whether to participate.

PURPOSE OF RESEARCH

The purpose of this study is to: (1) collect data on female enlisted Marine volunteers assigned to the Infantry Training Battalion, School of Infantry-East, Camp Lejeune, NC, to participate in the 0300 (Basic Rifleman)/0311 (Marine Infantryman), or 0300/03xx MOS Weapon Courses (0331 -Machine Gunner / 0341-Mortarman / 0351-Infantry Assault man / 0352 - Anti-Tank Missileman); (2) inform policy decisions on the potential assignment of women to the infantry occupational field. This research is part of the Expanded Entry-Level Training Research, as directed by the Marine Corps Force Integration Campaign Plan.

DURATION OF STUDY INVOLVEMENT

The study duration is for the length of an ITB course of 59 training days and includes participation in the 0300 (Basic Rifleman) and 03xx MOS Weapons Courses (0331/0341/0351/0352). If you volunteer and decide on TD-29, not to accept assignment to one of the weapons courses you can drop on request (DOR). If you volunteer for this research, you will report to ITB following graduation from Recruit Training and 10 days of Boot Leave. Volunteers will not be eligible for a 'Recruiters Assistant' assignment in conjunction with Boot Leave, except in specific cases when volunteer numbers and ITB class dates would cause placing the Marine in an undue 'hold' or 'awaiting training' status at SOI. Following ITB, you will report to your primary MOS school. *Volunteers are normally afforded one opportunity to recycle to a follow-on ITB company due to remediation for academic or performance failures or rehabilitation because of an injury. Due to the fact that the research period ends 25 Jun 2015, volunteers will not be afforded an opportunity to recycle to a company beyond Bravo Co (10-15), graduating 25 June 2015. If there is an injury, the Marine will still undergo rehabilitation and found fit for full duty, before reassigning to MCT or primary MOS school.*

PROCEDURES

To be eligible to volunteer for ITB, you must meet the following ITB minimum (PFT and CFT) physical standards:

- 3 Pull-ups (PFT)
- 50 Crunches within 2 minutes (PFT)
- 3-mile run in less than 28:00 minutes (PFT)
- 880 yard run in less 4 minutes, 13 seconds (CFT)
- Ammo Can Lift: 33 times within 2 minutes (CFT)
- Maneuver under fire in less than 3 minutes, 58 seconds (CFT)

All ITB students must pass an initial PFT (TD-1) and CFT (TD-2) before commencing formal ITB training, to ensure students possess the requisite physical fitness to undergo infantry and weapons training. During ITB, you will conduct infantry and crew-served weapons training, as well as related military skills training and combat conditioning. You will train to current ITB standards that require a student to achieve course mastery by scoring 80% or higher on all written examinations, demonstrating the ability to retain/apply MOS knowledge in all performance examinations and demonstrating the ability to perform tasks under combat conditions.

IRB Approved _____
Approval Date 7 Apr 15
Expiration Date 26 Aug 15